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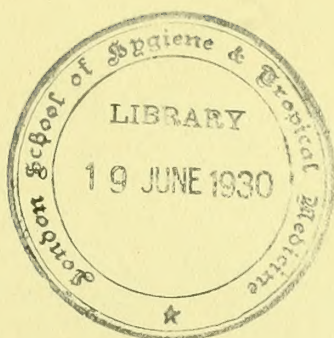
BY


Lady Shirley Murphy

Date August 26th 1929

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S E C O N D
R E P O R T

FROM THE
SELECT COMMITTEE OF THE HOUSE OF LORDS

ON THE
SWEATING SYSTEM;

TOGETHER WITH THE
PROCEEDINGS OF THE COMMITTEE,
MINUTES OF EVIDENCE,
AND APPENDIX.

Session 1888.

Ordered to be printed 18th December 1883.

LONDON:
PRINTED BY HENRY HANSARD AND SON;
AND
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and 32, Abingdon-street, Westminster, S.W.;
ADAM and CHARLES BLACK, North Bridge, Edinburgh;
and HODGES, FIGGIS, and Co., 104, Grafton-street, Dublin.

12611

REPORT

FROM THE

SELECT COMMITTEE OF THE HOUSE OF LORDS

ON THE

SWEATING SYSTEM

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PROCEEDINGS OF THE COMMITTEE - - - - -	p. vi
MINUTES OF EVIDENCE - - - - -	p. 1
APPENDIX - - - - -	p. 539

Session 1888.

LONDON:
PRINTED BY GEORGE HARRARD AND SONS

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(12611)

SECOND REPORT.

BY THE SELECT COMMITTEE appointed to inquire into the SWEATING SYSTEM in the UNITED KINGDOM, and to Report thereon to the HOUSE from time to time.

ORDERED TO REPORT,

THAT the Committee have met, and have further considered the subject referred to them.

And have directed the further Minutes of Evidence taken before them up to the present time, together with an Appendix, to be laid before your Lordships ; and they beg to express their hope that they may be permitted to resume their inquiry in the next Session.

18th December 1888.

ORDER OF REFERENCE.

Die Martis, 28° Februarii, 1888.

SWEATING SYSTEM.

Moved, That a Select Committee be appointed to inquire into the Sweating System at the East End of London, and to report thereon to the House; and that the witnesses before the said Select Committee be examined on oath (The Lord Kenry, *Earl Dunraven and Mount-Earl*).

After debate, agreed to.

Die Veneris, 9° Martii, 1888.

Select Committee on :

The Lords following were named of the Committee :

Lord Archbishop of Canterbury.	
Earl of Derby.	
Earl of Onslow.	
Viscount Gordon (<i>Earl of Aberdeen</i>).	
Lord Clinton.	
Lord Clifford of Chudleigh.	
Lord Foxford (<i>Earl of Limerick</i>).	

Lord Wigan (<i>Earl of Crawford and Balcarres</i>).
Lord Kenry (<i>Earl of Dunraven and Mount-Earl</i>).
Lord Sandhurst.
Lord Rothschild.
Lord Monkswell.
Lord Thring.

The Committee to appoint their own Chairman.

Die Lunæ, 12° Martii, 1888.

Select Committee to meet To-morrow, at half-past Three o'clock.

Die Veneris, 23° Martii, 1888.

The evidence taken before the Select Committee from time to time to be printed for the use of the Members of this House; but no copies thereof to be delivered except to Members of the Committee, until further order.

Die Martis, 17° Aprilis, 1888.

Ordered, That the Select Committee have power to direct that copies of the evidence be delivered to such persons as they shall think fit.

Die Martis, 19° Junii, 1888.

Message to the Commons for leave for John Blundell Maple, Esq. (a Member), to attend the Select Committee.

Die Veneris, 22° Junii, 1888.

Message from the Commons giving leave for John Blundell Maple, Esq. (a Member), to attend the Select Committee (pursuant to Message of Tuesday last).

Die Martis, 3° Julii, 1888.

Message to the Commons for leave for Samuel Montagu, Esq. (a Member), to attend the Select Committee.

Die Jovis, 5° Julii, 1888.

Message from the Commons giving leave to Samuel Montagu, Esq. (a Member), to attend the Select Committee (pursuant to Message of Tuesday last).

Die Lunæ, 30° Julii, 1888.

Leave given to the Select Committee to report from time to time.

Die Veneris, 3° Augusti, 1888.

Moved, to amend the reference to the Select Committee appointed to inquire into the Sweating System at the East End of London, by omitting the words "at the East End of London," and inserting the words "in the United Kingdom"; agreed to (The Lord Kenry, *Earl Dunraven and Mount-Earl*).

Die Martis, 20° Novembris, 1888.

The Earl Brownlow added to the Select Committee.

Die Jovis, 20° Decembris, 1888.

Moved, by The Lord Kenry (*Earl Dunraven and Mount-Earl*), That the Select Committee on the Sweating System have power to employ a gentleman for the purpose of visiting the various districts in the United Kingdom where it has been alleged that the sweating system exists, and examining into the evidence proposed to be submitted to the Select Committee: On Question, agreed to.

LORDS PRESENT, AND MINUTES OF PROCEEDINGS AT EACH
SITTING OF THE COMMITTEE.

Die Martis, 6° Novembris, 1888.

LORDS PRESENT :

Earl of Onslow.	Lord Rothschild.
Lord Foxford (<i>Earl of Limerick</i>).	Lord Monkswell.
Lord Kenry (<i>Earl of Dunraven and Mount-Earl</i>).	

LORD KENRY (*Earl of Dunraven and Mount-Earl*) in the Chair.

Order of the House of the 3rd of August last, extending the Order of Reference read.

The course of Proceeding is considered.

Ordered, That the Committee be adjourned till Tuesday next, at Eleven o'clock.

Die Martis, 13° Novembris, 1888.

LORDS PRESENT :

Earl of Derby.	Lord Kenry (<i>Earl of Dunraven and Mount-Earl</i>).
Viscount Gordon (<i>Earl of Aberdeen</i>).	Lord Sandhurst.
Lord Clinton.	Lord Rothschild.
Lord Clifford of Chudleigh.	Lord Monkswell.
Lord Foxford (<i>Earl of Limerick</i>).	Lord Thring.

LORD KENRY (*Earl of Dunraven and Mount-Earl*) in the Chair.

Order of adjournment read.

The Proceedings of the Committee of Tuesday last are read.

The following Witnesses are called in, and, having been sworn, are examined, viz. :—
Mr. *Evan C. Nepean*, C.B., Mr. *George Dalhousie Ramsay*, C.B., Mr. *George Marsh*,
Mr. *Thomas Wingrove*, Mr. *Emanuel Salomon*, Mr. *Thomas Pocock*, and Mr. *Henry Thomas Wilkins* (*vide* the Evidence).

Ordered, That the Committee be adjourned till Thursday next, at Eleven o'clock.

Die Jovis, 15° Novembris, 1888.

LORDS PRESENT :

Viscount Gordon (<i>Earl of Aberdeen</i>).	Lord Kenry (<i>Earl of Dunraven and Mount-Earl</i>).
Lord Clinton.	Lord Sandhurst.
Lord Clifford of Chudleigh.	Lord Monkswell.
Lord Foxford (<i>Earl of Limerick</i>).	Lord Thring.

LORD KENRY (*Earl of Dunraven and Mount-Earl*) in the Chair.

Order of adjournment read.

The Proceedings of the Committee of yesterday are read.

The following Witnesses are called in, and, having been sworn, are examined, viz. :—
A. B., C. D., Mr. *William Maddy*, Mr. *Thomas Henry Cox*, Mr. *Joseph Kaplan*,
Mr. *Samuel Moses*, Mr. *John Lovey*, Mr. *William Francis Darnell*, and Mr. *Michel Lion*
(*vide* the Evidence).

Ordered, That the Committee be adjourned till Tuesday next, at Eleven o'clock.

Die Martis, 20° Novembris, 1888.

LORDS PRESENT :

Lord Archbishop of Canterbury.
 Earl of Derby.
 Earl of Onslow.
 Viscount Gordon (*Earl of Aberdeen*).
 Lord Clinton.
 Lord Clifford of Chudleigh.

Lord Foxford (*Earl of Limerick*).
 Lord Kenry (*Earl of Dunraven and Mount-Earl*).
 Lord Rothschild.
 Lord Thring.

LORD KENRY (*Earl of Dunraven and Mount-Earl*) in the Chair.

Order of adjournment read.

The Proceedings of the Committee of Thursday last are read.

The following Witnesses are called in, and, having been sworn, are examined, viz. :—
 Mr. *Benjamin Tillett*, Mr. *James Welsh*, *John Mason*, Mr. *William Pidgeley*, *Edward Steward*, and *John Millward* (*vide the Evidence*).

Ordered, That the Committee be adjourned till Thursday next, at Eleven o'clock.

Die Jovis, 22° Novembris, 1888.

LORDS PRESENT :

Earl of Derby.
 Earl of Onslow.
 Viscount Gordon (*Earl of Aberdeen*).
 Lord Clifford of Chudleigh.
 Lord Foxford (*Earl of Limerick*).

Lord Kenry (*Earl of Dunraven and Mount-Earl*).
 Lord Monkswell.
 Lord Thring.

LORD KENRY (*Earl of Dunraven and Mount-Earl*) in the Chair.

Order of adjournment read.

The Proceedings of the Committee of Tuesday last are read.

Order of the House of Tuesday last, adding the Earl *Brownlow* to the Select Committee, read.

The following Witnesses are called in, and, having been sworn, are examined, viz. :—
 Mr. *Benjamin Tillett* (further examined), *John Millward*, *James Gray*, *Florance Driscoll*, *George Andrew Brand*, and Colonel *Du Plat Taylor*, C.B. (*vide the Evidence*).

Ordered, That the Committee be adjourned till Tuesday next, at Twelve o'clock.

Die Martis, 27° Novembris, 1888.

LORDS PRESENT :

Lord Archbishop of Canterbury.
 Earl of Derby.
 Earl of Onslow.
 Viscount Gordon (*Earl of Aberdeen*).
 Lord Clifford of Chudleigh.
 Lord Foxford (*Earl of Limerick*).

Lord Kenry (*Earl of Dunraven and Mount-Earl*).
 Lord Sandhurst.
 Lord Monkswell.
 Lord Thring.

LORD KENRY (*Earl of Dunraven and Mount-Earl*) in the Chair.

Order of adjournment read.

The Proceedings of the Committee of Thursday last are read.

The following Witnesses are called in, and, having been sworn, are examined, viz. :—
 Mr. *Benjamin Tillett* (further examined), Colonel *Du Plat Taylor*, C.B. (further examined), Mr. *Thomas McCarthy*, and Colonel *George Raymond Birt* (*vide the Evidence*).

Ordered, That the Committee be adjourned till Thursday next, at Eleven o'clock.

Die Jovis, 29° Novembris, 1888.

LORDS PRESENT:

Lord Archbishop of Canterbury.	Lord Clifford of Chudleigh.
Earl of Derby.	Lord Kenry (<i>Earl of Dunraven and</i>
Viscount Gordon (<i>Earl of Aberdeen</i>).	<i>Mount-Earl</i>).
Lord Clinton.	Lord Monkswell.

LORD KENRY (*Earl of Dunraven and Mount-Earl*) in the Chair.

Order of adjournment read.

The Proceedings of the Committee of Tuesday last are read.

The following Witnesses are called in, and, having been sworn, are examined, viz.:—
Mr. *Frederick John Hovey*, Mr. *Thomas Maltby*, Mr. *Henry Wake*, Mr. *Elijah Platt*,
Colonel *Du Plat Taylor*, C.B. (further examined), Mr. *Maxwell Tod*, and Mr. *Thomas Beck* (*vide the Evidence*).

Ordered, That the Committee be adjourned till Tuesday next, at Eleven o'clock.

Die Jovis, 6° Decembris, 1888.

LORDS PRESENT:

Earl Brownlow.	Lord Kenry (<i>Earl of Dunraven and</i>
Viscount Gordon (<i>Earl of Aberdeen</i>).	<i>Mount-Earl</i>).
Lord Clifford of Chudleigh.	Lord Sandhurst.
Lord Foxford (<i>Earl of Limerick</i>).	Lord Monkswell.
	Lord Thring.

LORD KENRY (*Earl of Dunraven and Mount-Earl*) in the Chair.

Order of adjournment read.

The Proceedings of the Committee of Tuesday last are read.

The following Witnesses are called in, and, having been sworn, are examined, viz.:—
Mr. *Arnold White*, Miss *Isabel Margaret Entwistle*, Mr. *Thomas John Henry Elger*,
Mr. *John Thomas Braid*, Colonel *G. F. Munro*, Mr. *Roderick Fraser*, Mrs. *Catherine Brooks*, Mrs. *Sarah Pryme*, and Mrs. *Emily Riardon* (*vide the Evidence*).

Ordered, That the Committee be adjourned till Tuesday next, at Eleven o'clock.

Die Martis, 11° Decembris, 1888.

LORDS PRESENT:

Lord Archbishop of Canterbury.	Lord Foxford (<i>Earl of Limerick</i>).
Earl of Derby.	Lord Kenry (<i>Earl of Dunraven and</i>
Earl Brownlow.	<i>Mount-Earl</i>).
Viscount Gordon (<i>Earl of Aberdeen</i>).	Lord Monkswell.
Lord Clifford of Chudleigh.	Lord Thring.

LORD KENRY (*Earl of Dunraven and Mount-Earl*) in the Chair.

Order of adjournment read.

The Proceedings of the Committee of Thursday last are read.

The following Witness is called in, and, having been sworn, is examined, viz.:—
Mr. *John Ball Lakeman* (*vide the Evidence*).

Ordered, That the Committee be adjourned till Thursday next, at Eleven o'clock.

Die Jovis, 13^o Decembris, 1888.

LORDS PRESENT :

Lord Archbishop of Canterbury.	Lord Foxford (<i>Earl of Limerick</i>).
Earl of Derby.	Lord Kenry (<i>Earl of Dunraven and</i>
Viscount Gordon (<i>Earl of Aberdeen</i>).	<i>Mount-Earl</i>).
Lord Clifford of Chudleigh.	Lord Monkswell.

LORD KENRY (*Earl of Dunraven and Mount-Earl*) in the Chair.

Order of adjournment read.

The Proceedings of the Committee of Tuesday last are read.

The following Witness is called in, and, having been sworn, is examined, viz.:—
Lieutenant Colonel *Ben Hay Martindale*, C.B. (*vide* the Evidence).

Ordered, That the Committee be adjourned till Tuesday next, at Eleven o'clock.

Die Martis, 18^o Decembris, 1888.

LORDS PRESENT :

Lord Archbishop of Canterbury.	Lord Kenry (<i>Earl of Dunraven and</i>
Earl of Onslow.	<i>Mount-Earl</i>).
Earl Brownlow.	Lord Sandhurst.
Viscount Gordon (<i>Earl of Aberdeen</i>).	Lord Rothschild.
Lord Foxford (<i>Earl of Limerick</i>).	Lord Thring.

LORD KENRY (*Earl of Dunraven and Mount-Earl*) in the Chair.

Order of adjournment read.

The Proceedings of the Committee of Thursday last are read.

The following Witnesses are called in, and, having been sworn, are examined, viz.:—
Mr. *James Ball Lakeman* (further examined), Mr. *John Burnett*, and Mr. *James Welsh*
(further examined) (*vide* the Evidence).

A Draft Report is laid before the Committee, and agreed to (*vide* Second Report).

Ordered, That the Lord in the Chair do make the said Report to the House.

Ordered, That the Committee be adjourned *sine die*.

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LORDS PRESENT:

Earl of DERBY.

Viscount GORDON (*Earl of Aberdeen.*)

Lord CLINTON.

Lord CLIFFORD OF CHUDLEIGH.

Lord FOXFORD (*Earl of Limerick.*)

Lord KENRY (*Earl of Dunraven and Mount-Earl.*).

Lord SANDHURST.

Lord ROTHSCHILD.

Lord MONKSWELL.

Lord THRING.

LORD KENRY (EARL OF DUNRAVEN AND MOUNT-EARL), IN THE CHAIR.

MR. EVAN C. NEPEAN, C.B., is called in ; and further Examined,
as follows :

10937. *Chairman.*] AT your former examination there were a few questions that were left unanswered, or partly answered, to which I would like to call your attention now, as also to some other matters. Would you tell the Committee what Government contracts do not come under your Department ?

For clothing, you mean.

10938. For clothing ?

Those made by the Admiralty, the Metropolitan Police, the Board of Customs, the Board of Trade, and several minor ones, I think, which I cannot recollect ; but those are the principal ones.

10939. The Volunteers have nothing to do with the Government at all ?
We do not buy their clothing.

10940. Then those matters of the Admiralty, the Police, the Customs, and the Board of Trade, do not come under your cognizance at all ?

The Admiralty does not ; but in the case of the others, I have been consulted by the various Departments with regard to their contracts for clothing.

10941. Consulted in what way ?

Their forms of tender have been sent to me for review.

10942. You do then see the forms of tender ?

I have done so, as a special case, at the request of the Treasury.

10943. But not as a general rule ?

Not as a general rule.

10944. I think you told the Committee in your former examination that all the tender forms, except for warders, have been through your hands ?

Yes.

10945. Do you mean that all the tender forms invariably pass through your hands except those for warders ?

They did on the occasion I mentioned, when the Treasury gave a direction that it was to be done, but it will not be done as a matter of use, I imagine. It is quite open to a head of department to send them to me. For instance, the

13th November 1888.]

Mr. NEPEAN, C.B.

[*Continued.*]

Secretary to the Customs has just sent me his tender form which he is about to issue for a new contract, and has asked me to look it through, and to revise it if necessary ; but there is no obligation upon him to do that.

10946. I see Question No. 10336 was, "Do you have the tenders for the clothing for the Metropolitan Police, the Custom House, the Board of Trade, and the convict prisons through your hands?" and your answer was "No. All the tender forms except for the last, for warders, have been through my hands; but the tenders when received are adjudicated upon by the officers responsible." I understand you that the tender forms only pass through your hands on a special occasion, and are occasionally referred to you?

Yes.

10947. In the ordinary routine of business they do not come through your hands at all?

No.

10948. Then you are not responsible in any way for the contracts in these cases of the Police, the Customs, and the Board of Trade?

No.

10949. Do you know whether the samples for all the Government work, including this kind of work, are kept at the factory in Pimlico?

That I think is a question for the Director of Clothing; it is not within my absolute knowledge.

10950. Then I suppose you cannot tell us, or can you tell us, whether the contracts for the Police, the Customs, and the Board of Trade contain the Factory Clause?

Yes; I can say that, because I have been in communication with the heads of Departments on that point. The new contract for the Metropolitan Police does contain that clause. The contract about to be issued by the Commissioners of Customs contains that clause; and the Board of Trade have written in the following terms: "I am to request that you will convey to Mr. Secretary Stanhope this Board's thanks for the suggestion" (that this clause should be added), "which will be duly acted upon on the termination of the present contract in 18 months' time."

10951. It was at the suggestion of the War Office that the Factory Clause is placed in these various contracts?

Yes.

10952. The clothing that you are especially responsible for in the matter of contracts is that for the Army, the Militia, the Post Office, the Telegraph Office, and the Royal Irish Constabulary?

Yes.

10953. Then that clothing is either made up in the Pimlico Factory, or given out to contractors, or made up by regiments?

Yes.

10954. Can you tell the Committee the way in which the clothing is made up by regiments; do you furnish the regiments with the cloth?

That, again, is under the direction of the Director of Clothing, not under mine.

10955. I understand that a certain proportion of the clothing is made up in the factory, and a certain portion is made up outside?

Yes.

10956. And that proportion is settled in a Minute of Mr. Childers?

Yes.

10957. Can you produce that Minute?

I am asked to say on that point that the power of a Committee, whether of this House or of the House of Commons, to send for papers, does not enable it to call for confidential Minutes of the Secretary of State or the head of any

13th November 1888.]

Mr. NEPEAN, C.B.

[Continued.]

any Public Department, which are always considered inviolable. But, having said that, I am allowed to add that there is no objection on the part of the War Office to the production of this particular Minute, which your Lordship has asked for.

10958. If there is no objection to its production, I will ask you kindly to let us have it; have you got the Minute with you?

I have.

10959. Perhaps you will kindly read it?

“Meeting in the Secretary of State’s room on Thursday, the 25th November 1880.—Present: the Secretary of State, the Surveyor General of Ordnance, the Financial Secretary, the Director of Contracts, the Director of Clothing. The Director of Clothing having read an abstract of a joint report from the Director of Contracts and himself regarding the distribution of work between the factory and the trade, the Secretary of State decided that the factory at Pimlico should be maintained at its full strength, which was stated by Mr. Ramsay to be 1,200 women; that the employment of out-door hands should cease, except in the case of women absent for their confinement, or prevented coming in from other causes; about 8 per cent., or 96 women, would on the average be thus employed; that extended employment should be given to the trade, but on the condition that guarantees be given to make up the garments in factories. According to a programme submitted by Mr. Ramsay the wages for the factory in 1881–82 would be 60,000 *l.*, and for the trade, 21,000 *l.* Garments to the amount of 10,500 *l.* wages to be given out upon a three years’ agreement, the remainder to be contracted for specially. The women employed in the factory not to be allowed to take work home.”

10960. The date of that is November 1880?

Yes.

10961. And the factory has been conducted since then according to that Minute?

That is a question for the Director of Clothing; I am not responsible for that; I am only responsible for the contract part of it. I can answer the converse, as to how the contracts have been conducted.

10962. I see, in answer to Question 10398, you spoke about the tenders, and you told the Committee that all tenders went through at least six hands before you see them, and you added, “and then they are jointly adjudicated upon by myself and the Director of Clothing.” Can you tell us who those six hands are?

The tenders are opened by a board, consisting of a gentleman of my office, a representative of the Accountant General of the Army, and a lower division clerk, who records the tenders received; they are then scheduled by one clerk; the schedule is examined by another; they are passed through the head of the subdivision to the head of the division, and to me; they are then adjudicated upon by me and the Director of Clothing conjointly.

10963. And does every hand that the tenders pass through minute remarks? No; a great portion of that is purely mechanical.

10964. Then who is the first person who expresses the opinion that such-and-such a tender should be accepted?

The head of the room or the subdivision.

10965. And who does the tender go to from him?

To my assistant, the principal clerk.

10966. And then to whom?

To me.

10967. To you direct?

To me direct.

13th November 1888.]

Mr. NEPEAN, C.B.

[Continued.]

10968. I suppose, as a matter of fact, if the head of the room declares in favour of a certain tender that tender would not be further inquired into?

Yes, it would be; no tender would be accepted without the personal investigation of myself, and in the case of clothing contracts, also the Director of Clothing, by whom the papers are passed before it is settled, and we agree before the tender is accepted; or else, if we do not agree, the matter is referred to the higher authority.

10969. Does a case of disagreement occur sometimes?

Very rarely indeed.

10970. It would not be sufficient for you that you had had a tender sent up with the recommendation of the head of the room, in order that the tender should be accepted?

No; I invariably look into tenders myself.

10971. You look into the reasons why that tender is recommended to be accepted, and others not?

Yes.

10972. I will call your attention to Question 10400, with regard to a contract taken by Mr. Hollington, I think it was. The question is: "Supposing this has reference to work given to hands off the premises?" And you say, "It must have reference to some past period, when work was given out from Pimlico to firms off the premises;" what is that "past period"?

I think that that is not exactly the interpretation that my answer was intended to bear. What I meant was that it referred to some period before my knowledge; not to a period within my knowledge, which extends to twelve years; it has not existed in my time.

10973. And you do not know when it was so given out?

I know this: that before the Minute of the Secretary of State of 1880, work was given to outside hands, because that Minute of 1880 stopped that; but beyond that I have no knowledge.

10974. I think you said that when a new firm received an order, or had its tender accepted, you insisted upon a certain quantity of the goods being sent in, in order to see whether they could make them up to the sample?

That is the rule with regard to all our contracts with new firms; that they are only accepted for a small portion of the order in the first place, with a view to see whether they can work up to our requirements.

10975. I want to call your attention on that point to the evidence of Mr. Price, which you probably have in your memory, on the question of a contract for discharged soldiers' overcoats, taken by Mr. Hollington; and Mr. Price, Mr. Hollington's "passer," said that the bulk of the contract was executed at a cheaper rate and of inferior material and workmanship than the sample; and Mr. Hollington stated that it was impossible that Mr. Price could have known anything about the sample, as that did not come into his department, and he could not have seen the material. Does it occur to you that in that case it was probable that what Mr. Price referred to was not the sample of the material, but the specimen of the class of goods they could make, that were sent in to you before the bulk of the order was executed?

No; there was no such sample sent to me at all. Any sample sent in after a contract is given would be sent to the Inspection Branch of the Director of Clothing, and the Inspection Branch would decide, under his orders, whether that sample was good enough to pass, and in fact to govern the contractor in executing the bulk; but it would not come to me. After I have once made a contract I have nothing more to do with it.

10976. It would not come under your notice at all?

No.

10977. Then you cannot give us any opinion upon that?

No, not at all.

10978. I presume

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[Continued.]

10978. I presume Mr. Ramsay will be able to go into that matter?
No doubt.

10979. Your attention was called the other day to a form which was handed in by Mr. Arnold White, and which is referred to at Question 10402. You were asked, "Have you any knowledge of the form which it is alleged, in answer to Question 1317, is given out by the contractor to the sweater or sub-contractor, in the following terms: 'I, the undersigned, hereby agree, in the event of army, police, or railway clothing being entrusted to [], residing at [], for the purpose of being made up, to hold myself responsible to Messrs. (So-and-So) for the safety of the garments.?' " You then told the Committee that you had no knowledge of such a form or any such system; have you made any inquiries into that matter since?

No; it did not appear to me to have any connection with anything that I do. I think there is no question that at the present moment all our work is done in the factories. You see it says "army, police, or railway clothing." It may be the old form which was used in the days before our Factory Clause was introduced.

10980. If such a form existed now, would it not be strong evidence that the work was not all done in factories?

It possibly may be an old form which survived the old system, and which is still used for police and railway clothing without the word "army" having been struck out. It is evidently a general form not connected specially with our work.

10981. And have you made no further inquiry into the matter?
No, no further inquiry.

10982. Do all your contracts now contain the Factory Clause?
All the contracts for clothing.

10983. You said, in answer to Question 10310, that to the best of your belief the insertion of the Factory Clause abolished outside working?
Yes.

10984. Have you any way of ascertaining that such is the case; that in fact the Factory Clause is carried out?

No, we have no means of inspecting the factories during the execution of the contract; we are not laid out for that.

10985. Has anybody got any right to inspect them?

The Home Office inspectors visit them for the purposes of the Factory Act.

10986. It is nobody's duty to find out whether the Factory Clause is carried out in Government contracts?

Not at present.

10987. So that your only reason for thinking that it is carried out is that you trust to the *bona fides* of the contractors?

Yes; and also because in the large quantities which they are dealing with it is more economical for them to deal with it all than to give it outside.

10988. You mean that they can make it cheaper in the factories than outside?

I think so.

10989. If that is the case, what is the object of insisting upon it?

That was insisted upon in order to put Pimlico and the trade on exactly the same footing, by forbidding both to employ outside hands; and it is also for sanitary reasons. One of the chief reasons which guided us in our first recommendation to the Secretary of State was a sanitary one; that it was more healthy to have the army clothing made up in great factories than to trust to chance.

10990. But your opinion is that it can be made up just as cheaply or cheaper in the factories than outside?

Yes, speaking generally. Not, of course, confining myself to factories in London where little of our work is now done.

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[Continued.]

10991. So that really the contractor would have no object in violating the Factory Clause?

No, I think not.

10992. I think it was on this point that Mr. Compton stated that he had made complaints of the violation of the Factory Clause; do you know whether any inquiries have been made into that?

I had not seen Mr. Compton's evidence until the Blue Book was printed, when I at once wrote this letter to him: "To Messrs. Compton and Sons. In reference to your Mr. W. J. Compton's answers to Questions 10514, 10526, and 10527 before the Select Committee of the House of Lords on the Sweating System, I have to request that you will at once furnish such information as will enable me to identify the conversations mentioned in regard to firms holding Government contracts for clothing which had no factories." Mr. Compton was then abroad and did not return until a few days ago, and I have received this answer, dated the 10th of November: "In reply to your telegram I beg to say that I have only within the last few days returned from Egypt, or would have communicated with you before this with reference to your letter of the 29th September. I shall be glad to call upon you if you will make an appointment, to explain any portion of the evidence I gave before the Sweating Committee, but I must decline to enter into correspondence on the subject." That appears to me to show that he does not wish to put on paper what he alleges to be the case. I only got it yesterday, and therefore I have had no time to do anything; but if I might make a suggestion to your Lordships, I would ask that he might be called before this Committee upon oath, and required to state the approximate dates of his conversations, the contractors to whom his reports referred, and the official to whom the information was given.

10993. He said he had not made a formal complaint?

He said that it was in the course of conversation; he does not say with whom.

10994. If his complaints were made merely in the course of conversation, and not as formal complaints, I suppose there would be no documentary evidence of them?

There would be no documentary evidence. I have not called for documentary evidence, but for such information as would enable me to identify the conversations: he only alleges conversations.

10995. I see, at Question 10516, Mr. Compton was asked, "Then you allege that the War Department are, and must have been, aware that the Factory Clause was habitually violated?" and he says "Yes;" and you would like to suggest that he should be asked these questions in order to enable you to find out whether that is true?

Certainly.

10996. I suppose that, things being equal, you naturally accept the lowest tender?

Yes.

10997. Do you compare it at all with the cost of clothing in the Pimlico Factory, the cost of production?

Yes, that is always known; but the great portion of the factory production, Mr. Ramsay will tell you, is not put out to contract at all. The articles that we put out to the trade are what would be known as the ready-made garments; a great portion of the factory work is in the bespoke department.

10998. Do you mean that the work is different in all cases?

No; we have means of comparison, and that comparison is always made.

10999. I mean could you judge, by knowledge of the cost of production in the factory at Pimlico, what profit was likely to be made upon a tender sent in to you?

Certainly;

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[Continued.]

Certainly ; the balance sheet of the factory is published every year with the price of each garment shown ; and that enables us to judge whether the contract is above or below what the articles could be made for in the factory.

11000. Would the consideration that the tender was a great deal lower than the cost of production in the factory affect you at all ?

It has not done so hitherto.

11001. Your business, would be in fact, simply to see that the goods were according to sample and up to standard ?

No, even that would not be my duty ; that would be the duty of the Inspection Department, under the Director of Clothing. What we should do would be this : before giving a new contract I should acquaint myself through Mr. Ramsey with the manner in which the contractor had done the last contract ; and his execution of the forthcoming contract would be left again to the Inspection Department.

11002. But you would not object to the contract, though on the face of it you could see by comparison that it could not have been made, paying the workers anything like the wages paid in the factory at Pimlico ?

No, we have not been able hitherto to reject on that ground.

11003. When you refer to the contract having been satisfactorily fulfilled, do you mean that the Factory Clause has not been violated or merely that the goods have been according to sample ?

That the goods have been according to sample. We see our contractors frequently ; we know where their premises are ; we know their means of production, and there is hardly any ground for suggesting that the Factory Clause is systematically evaded.

11004. At the same time if you received a very low tender at a price for which the goods could not be made in a Government factory, would not that be evidence that those goods were not made in a factory ?

No ; our lowest tenders at the present time are from Mr. Hammond, who has a very nice factory at Newcastle-under-Lyne, which has been inspected on our behalf, and which is fitted up with all the latest improvements ; this he purchased at a low price. His tenders are remarkably low, but he assures me that his wages are reasonable, and that the girls who are working are earning fair wages.

11005. I am going to take a suppositious case ; that a tender comes before you, at a price at which you know, by comparison with the Government work, it could not be carried out in the Pimlico Factory ; would you not suppose that in order to enable a profit to be made on that contract it must be put outside, and what is commonly called "sweated," and not made in a factory ?

The facts would lead to that idea certainly.

11006. But you would not reject a tender on that account ?

I should make inquiries. I did make inquiries the other day. I had a tender for blue great coats which was exceedingly low, and we inquired of the contractor how it was, and how he accounted for the low price. He did not allege that his wages were going to be high, but he said that at all events they would be double what the women had been receiving in the factory for shirt-making. It was a new factory opened at Shrewsbury to employ women who have been recently employed in the same building at making shirts, which work had come to an end ; and though the price was so low, the contractor assured us that the women would be receiving double the wages that they had been getting for shirt making.

11007. In fact if your suspicion was aroused by the lowness of the tender, you would make what inquiries lay in your power ?

Yes ; especially in future, I shall.

11008. Boots are not made at all, I think, in any Government factory ?

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[Continued.]

11009. Never have been?
Not to my knowledge.

11010. How are the tenders for boots sent in to you?

They are generally the result of public advertisement and the exhibition of patterns at the local centres, and they take the same line as all other tenders, and at the time of their consideration with the Director of Clothing we have before us a full report from the inspector, showing the way in which each contract for the past year has been carried out; and then the price tendered and the character of the contractor tendering taken together, regulate the decisions upon the contracts to be given.

11011. Is the Factory Clause inserted in those contracts?
No.

11012. Do you know any reason why it should not be inserted in the boot contracts as well as in the clothing contracts?

The hand-sewn boot has for years, 50 or 60 years, at least been made in the villages of the operatives in Northamptonshire. The contractor has an agent in each village to whom he sends his materials, and who collects the boots when made, and pays the men; a stated price per pair is paid in the trade for making, which applies to all the villages I believe. That is an industry which is conducted upon reasonable principles, and it certainly would be injudicious to bring the men together into large factories; in fact I do not see how it could be done; it would destroy house property and upset an industry which, as I have mentioned, has existed for many years.

11013. What boots are those?
The first class foreign service hand-sewn Army boots.

11014. And in that case the contractor supplies the material?

The contractor is responsible to us; he finds everything; he is sometimes even the proprietor of the cottages in which the workmen live; he is a master of the trade, and he has men in certain villages; each contractor works in his own locality and does not go very far afield as a rule; but in each village or group of villages he has his agent, and this agent represents him in distributing the materials, and seeing that the work is properly done, and paying the actual workers.

11015. Does the contractor find the materials and send them out to be made up, or does he send the boot out in a partially completed state?
That is a detail which I cannot answer.

11016. As that method of carrying on the business is satisfactory, you think, as I understand you, that it would be a pity to interfere with it?
Yes.

11017. What other class of Army boots are there?

There is the machine-made Army boot, of two patterns, and that is partially made in factories; at Leicester, for instance, it is made in factories; but here, again, some men have machines and work in their own houses. There would be no object, I think, in insisting upon those boots being universally made in factories.

11018. You think on the whole it would be a mistake to insist upon that?
Yes, I do.

11019. I suppose you know nothing about the rejections that take place?

They are reported yearly, as I have already informed your Lordships in a statement which the Director of Clothing and I have before us, in deciding on the contracts. I know about them; but they are not made under my orders, they are reported upon annually, and they govern the department in deciding on the contracts.

11020. Do

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[Continued.]

11020. Do you know whether many rejections take place in the clothing? That is within my knowledge. There is but little complaint about clothing.

11021. Are there more rejections in the case of the boots?

Yes, that is a manufactured article. Of course clothing is made from our cloth.

11022. And what is the cause of the rejections generally?

That is stated on every note given to the contractor. The law is that on a rejection taking place a rejection note is sent to the contractor specifying in full detail every fault found with the article.

11023. Can you state generally what the nature of the objection is?

No; I think your Lordship had better get that from the Director of Clothing and the Inspector. They are not equal to the standard pattern; that, so far as I am concerned, is sufficient for me.

11024. I take it from you that, in your opinion, the insertion of the Factory Clause has done away with any outside work in Government clothing contracts; practically it is all made in factories?

That is my opinion.

11025. And has that made any difference in the cost of production to the Government; has the cost been enhanced at all by the introduction of this Factory Clause?

No, but it has driven it into the country.

11026. I think you were asked the other day whether insisting upon Government work being made in the factory may not merely have the effect of pushing other work out of the factory, and you said, that probably that might be the case; that is so?

Yes.

11027. I gather from you that you think that as far as clothing is concerned at any rate the work could be as cheaply done in the factories as outside?

Yes.

11028. Or in other words, that anything tending to diminish and put a stop to what is called sweating, and to compel work to be done in factories would not increase the cost of production?

Is your Lordship now talking about our work? because the reason for my opinion that it does not increase the cost of our work is because our work is of a high standard, and work of that character can be done as cheaply in a factory as outside; but if you come to the general run of trade I am not at all prepared to give an opinion that the inferior work which may be done at home can be as cheaply done at factories. But I should be very sorry to give a decided opinion, because it is not a point that I am intimately acquainted with.

11029. You have had a very large experience of these matters; have you any suggestion you could make to the Committee as to any possible legislation in respect to the sweating system in the clothing trade; I do not mean in your department but in general?

I have not as yet considered the question at all, and I should be very sorry to give an off-hand opinion.

11030. Lord *Thring*.] Your evidence is not quite clear about the high or the low price of work produced by a factory, as compared with that of work produced outside. You said, in regard to the high-class work, as I understand it, that it is as economical to make it in the factory as it is to make it by the sweating system, but with regard to the low-class work, you think that the sweating system can make it cheaper, that is the result, is it not?

I did not use the term "sweating system"; I said outside and inside hands.

11031. I will adopt those words. It does not appear to me that your evidence is quite clear in the comparison that you make between the expense of the factory work and the outside work. You first of all told the Chairman

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[Continued.]

that you thought the factory work was as economical as the outside work; that of course you must have observed is contrary to what has been proved before us which is that the sweating system work, the outside work, is cheaper. Then you correct that, I understand, by saying that your observations with regard to the economy of the factory work applied only to first class-work?

Yes.

11032. But that you do think that outside work may be a cheaper mode of producing the second-class work; that is the result of your evidence?

Yes.

11033. Is not part of your work ready-made clothing? I understood you to say that your clothing was distinguished as better-class clothing and second class ready-made clothing?

I did not use the words "second class."

11034. Is all your work first-class clothing, in your opinion?

All our work is of a good standard.

11035. Is it all first-class?

Yes, in my view; but I would rather adopt well known trade terms, and say best, best, and best.

11036. Then you consider with respect to all your clothing work that it can be made as economically in factories as it can outside?

I might make an exception perhaps in regard to trousers; I believe trousers can be made for almost any price you like to give the sewing of trousers; but taking it generally all round I adhere to the opinion that I have expressed.

11037. Yes; but that amounts to this: the Chairman asked you, when you get a very low tender, is not that notice to you that it must be made by outside work? to which you replied, No. It appears to me, supposing you had a tender for trousers, if you had a very low price quoted for them it would necessarily follow that it was outside work?

I do not think that that necessarily follows. You may get a good workwoman who will do a good many more pairs of trousers in a week than another. The reason why it is as economical to work in factories as it is outside is that, the room in a factory being limited, the master will not have a bad workwoman; every woman who occupies a position in a factory, so I am told by masters, must be a good hand or else she does not draw her weight, and out she goes. Therefore, you have a factory of picked workpeople, and those factories of picked workpeople by their steadiness and ability to work, do produce a sufficient quantity of garments to render it as economical to make them inside as outside. Then when we come to the second or third or fourth class work that falls within the ability of women who would not be received in factories.

11038. And is therefore cheaper?

Yes, not to mention that outside, there are no prescribed hours.

11039. One question about the head of the room; I did not follow your evidence there. You advertise for tenders, and all these tenders are opened in the presence of three officers?

Yes.

11040. And they are all catalogued, so to speak, by one of your clerks?

Yes.

11041. Whom do they go to next?

The clerk who examines the schedule which the first clerk has made out.

11042. But when you speak of their going to the head of the room is there only one head of a room or are there a dozen?

As regards clothing contracts, one head of a room.

11043. Therefore a clothing contract always goes to one particular gentleman?

Yes.

11044. And

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[Continued.]

11044. And he investigates those tenders; reads them all through?
Yes.

11045. And what means has he of investigating either the nature of the tender, or whether the work is well or ill done; or what means has he of giving an opinion on that tender?

He is a man of some experience; an acting principal in the War Office of long service.

11046. But whom does he inquire of?
On what particular points do you mean?

11047. Supposing you give me a tender, I should immediately inquire of a number of people what is the character of the contractor; I should then endeavour to find out what sort of work his work was; what power has the head of a room to conduct any investigation of that kind?

He keeps a book containing the characters of all the contractors with whom he deals.

11048. And where does he derive that information?

He enters in that book from time to time the reports received from the Director of Clothing as to the manner in which work has been done.

11049. And, in fact, all the information comes from the Director of Clothing?
All the information as regards the mode in which a contract has been carried out.

11050. But the character of the contractor, how is that ascertained?
The character of the contractor I ascertain myself.

11051. How do you ascertain it?

Before any contractor is noted on my books he has to refer me to two or three firms of eminence who have known him for some time, and probably to his bankers, if there is any doubt as to his financial standing, from whom inquiries are made as to his position, and he is only noted in the event of the result of those inquiries being satisfactory.

11052. Of course there are two points; there is the character of the work, and there is the character of the contractor; I understand that with respect to the character of the work, where a man has been previously employed, the source of all that information is the Director of Clothing?

Yes.

11053. Therefore, the head of the room simply finds out whether, or not, that particular work comes within a particular recommendation of the department, or Director of Clothing?

A particular notation in his book.

11054. Then I understand that the whole of the information relating to the character of the contractor is derived through yourself in the way you have described?

Yes.

11055. Therefore, in effect, the Director of Clothing and yourself are the real sources of information?

Absolutely.

11056. Earl of Derby.] You have spoke of the acceptance of a contract depending partly on price; that we understand; and partly also on the character of the contractor; but I did not quite gather from what you said what that word character referred to; do you mean the character of the work he turns out, or his character as a good employer, or his financial position, or what?

It would principally be the character of the work he turns out.

11057. You do not go into the question of preferring one individual to another, I suppose?

Unless their tenders are for an equal price; then we should have to decide.

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[Continued.]

If they are of equal price then we should take the standing of the contractor, no doubt, into consideration.

11058. Lord *Monkswell*.] How do you know that all the tenders come before you?

Because the names of those who tender are taken down at the time the tenders are opened by the lower division clerk, and each tender bears the initials of two gentlemen who open them.

11059. Then the lower division clerk has no means of passing over a tender?

The tenders are opened in my presence, and when they are opened and put in order they are entered, and after being entered they are then read out and the actual tenders compared with the book. This book shows the numbers of tenders for each service received, and is initiated by the Board.

11060. So that without your knowledge it would be quite impossible that any tender should be passed over?

Yes, quite.

11061. You have told us that a contractor assured you that wages were good in his factory; what evidence did he bring as to his wages; did he show the wages book, or what means did you take to ascertain the fact?

I did not take any means to ascertain the fact; I do not think I can in any way be made responsible for the wages a contractor pays inside his factory; I took his word for it.

11062. If a contractor comes and tells you that the wages are good in his factory, you consider that sufficient?

I think it is as far as I can go at the present moment.

11063. And when the other contractor assured you that the women got double the wages that they got for shirt-making, you did not ask him anything else or what he founded his opinion upon, but simply took his statement?

Yes; he did tell us what they get; he said that they get 12 s. per week.

11064. In his factory?

Yes.

11065. Did he tell you the hours they worked for those wages?

They are under the Factory Act.

The Witness is directed to withdraw.

MR. GEORGE DALHOUSIE RAMSAY, C.B., having been re-called;
is further Examined, as follows:

11066. *Chairman*.] Is any work now put out from the Pimlico Factory to be done outside by the hands employed?

Yes. When Mr. Childers gave the decision with regard to the number of people to be employed in the factory, we then had a considerable number of out-door hands, and those out-door hands had been employed for a great number of years, and he decided that they should die out, that we should not take on any more, but that we should only continue to give employment to those who were on the books; and at this present moment we have got 90 employed.

11067. Did I rightly understand you by out-door hands to mean hands not employed at all in the factory?

Not employed in the factory at all. They come to the factory once a week, and they receive their work which is given to them by the viewer, and then they bring the work back and are paid for it.

11068. And that is a process which is gradually dying out?

Yes. Then we have another class of out-door workers, of whom there are 27; these are women who are out for confinement. We compel these women to leave the factory a certain time before and to come back a certain time after their confinement, but as it was considered a great hardship that they should

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[Continued.]

be deprived entirely of their work, we give them a certain amount of work to do at their homes; and at this present moment there are 27 of those women. Out of those 27 there are, perhaps, three or four that are exceptional cases, that is to say, cases of women who have been employed for a long time, who are infirm, and who can do very little work, and we give them that little work simply to save them from going into the workhouse.

11069. Then I understand that it is only in these two cases, of about 30 women who are employed in the factory and your 90 regular out-door hands, a number which is diminishing, of course, that any work is put out?

No work is put out besides those, and I may add that some of those 90 are men.

11070. And, I presume, the amount put out in each case is calculated with a view to what the worker can do?

Yes.

11071. You do not give them more than they can do?

No, we do not.

11072. So that it could not possibly be put out to somebody else by them?

No, I do not think so. They do the work among themselves in their families, but I do not think they put it out; in fact, this year I made an inquiry into that; I sent a man round to ascertain whether they really did the work, and I found that in all cases there were three and four of the family, and they did the work between them.

11073. And you are satisfied, in fact, that the work is not put out by them for anybody else to do?

Yes.

11074. What was the object of discontinuing giving out work to out-door hands?

The main object was to provide against infectious disease, and also to provide against the sub-letting.

11075. But the principal object was the avoidance of disease?

Yes.

11076. How many men are employed in the factory?

In the factory they vary from 150 to 200 men.

11077. And what are their duties?

They are employed as cutters, as viewers, and as labourers.

11078. What do you mean by labourers?

Men who carry about the clothing.

11079. And all the rest of the work is done by women?

All the rest of the work is done by women.

11080. Has it always been the case, according to your recollection of the factory, that women have been employed so largely?

The factory commenced about the year 1860. It was then a very small establishment indeed, and the clothing was made only for the five battalions of Foot Guards. When the late Lord Herbert of Lea was Secretary of State for War, he took a great interest in all matters connected with philanthropy and clothing, and he decided to erect a large factory at Pimlico in order to give the work direct to the women, and as far as possible to do away with that which your Lordships are now inquiring into, the sweating system.

11081. And do you think that the work is as well performed by women as it can be by men?

In some cases, better.

11082. I understand that they do the whole work?

They do the whole work; the ironing, the pressing, and the whole work is done by women.

(50.)

B 4

11083. Do

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[Continued.]

11083. Do you agree with Mr. Nepean in his opinion, that the Factory Clause is not violated, or not generally violated, as regards contract work?

I cannot say that, because we have no means of ascertaining whether the Factory Clause is carried out. All that we do is, that before a contract is accepted from a contractor, we inspect his premises, and see that he has a factory, and that he has the means of doing what he undertakes to do; but beyond that we do not follow it up. We do not have casual inspections to see whether the clause of the Factory Act is carried out, and I hardly see how it is possible to have that.

11084. As a matter of fact, it is nobody's business to find out whether it is carried out or not?

It is nobody's business to see that the clause is really carried out.

11085. Have you had any complaints made to you of the violation of the clause?

We had one complaint of a contractor, who took a contract, and had his clothing made at Bury St. Edmunds; and it was reported to me that the clothing was not made in the factory, but that it was given to people outside. I sent an inspector down to inquire into it, and he found that it was the case, that the clothing was not made in the factory, but that it was made in the villages by the people who were living there. That is the only instance I have known.

11086. Has Mr. Compton ever made any complaint to you, formal or informal, on the subject?

Mr. Compton did, in the course of conversation, one day say to me: "I believe that your Factory Clause is violated"; but he did not mention the name; and it is only since the evidence given before your Lordships' Committee that the inquiry was made at Bury St. Edmunds.

11087. Do you think that the work can be as cheaply made up in a factory as outside?

No; it cannot be made as cheaply in the factory as outside, because in the first place you must recollect that outside lower wages are given and longer hours employed.

11088. Then, you do not agree with Mr. Nepean on that point?

No, I do not. I think you will find (my experience is to that effect) that in former days, when we were not so very strict as to the acceptance of tenders, the Jew sweater always beat the factories in the tenders.

11089. Then there would be an inducement, or there is an inducement, to a contractor to violate the Factory Clause?

Yes; there certainly is.

11090. And there is practically no way of finding out whether he does or does not?

I think not, unless you had a staff of inspectors and followed up every garment.

11091. How did you manage in the case you referred to at Bury St. Edmunds; you said you sent an inspector down; how did he ascertain whether the clause was being violated?

He went down and saw where the work was being done.

11092. He traced the absolute material?

Yes.

11093. And that, you think, is the only way in which it can be ascertained whether the clause is violated or not?

That is the only way.

11094. How many hands do the clothing and the boots go through before they leave the factory?

The boots do not come to the factory at all, because we do not make boots in the factory; the boots are all obtained from the trade, and they are delivered in the Inspection Department.

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[Continued.]

11095. The Inspection Department of the War Office, do you mean?

No; the Inspection Department of Pimlico. I may say that the Pimlico establishment consists of three distinct departments. It consists of the Inspection Department, where the goods that come from the contractors are all inspected; the Store Department, where they are all stored and issued; and the Factory, where the clothing is made. When the boots come in they are first of all passed into the hands of a viewer, and the viewer examines those boots and compares them with the sealed pattern, and throws out any that he considers ought to be rejected. His work is then overlooked by the inspector, and the inspector finally decides as to what boots shall be accepted and what boots shall be rejected.

11096. Is there one inspector in the Inspection Department?

One inspector of boots, one inspector of cloth, and an assistant inspector; and one inspector of hosiery and Manchester goods and cutlery.

11097. How many viewers are there?

There are about 30 viewers.

11098. Then take the question of boots, as you have mentioned it; the process is that a viewer sees the boots and passes them, and then that goes up to the inspector?

It goes up to the inspector.

11099. And if he passes them that is an end of the matter?

Then they are accepted. But I may add, that when the boot is passed, the number of the viewer who actually manipulates the boot is stamped in the inside of the boot; so that in the case of any complaint coming from the Army from any quarter of the world, the report contains the number of the viewer on the boots, so that we know at once who examined those boots.

11100. And in the case of a viewer rejecting them, has he got to report that to the inspector?

He has to report it to the inspector, because the inspector signs the inspection note, which is the notification to the contractor that a certain proportion of his goods have been accepted, and a certain proportion rejected.

11101. Do you know whether there have been a very much larger proportion of rejections in the case of boots than in the case of clothing?

There have been very large rejections of boots within this last 12 or 18 months.

11102. How do you account for that?

I account for it as being due to the system at present adopted in tanning leather; that the old principle of tanning leather with oak bark is going out, and various chemical processes are being used, whereby the tanning is done much quicker and has the same effect as the oak bark, but still is very inferior; and the large rejections of boots have been mainly on account of the quality of the leather and the tanning rather than the workmanship.

11103. Can you form any opinion as to whether the boots in general are made in a factory, or are what may be called sweated articles?

We all know that the boots as a rule are not made in factories; the hand-sewn boots are almost all made in Northamptonshire in the villages, in cottages; and a certain proportion of machine-made boots also; because if a man can get a machine he has the leather delivered to him cut out, the uppers and the soles, and he has a machine and puts them together.

11104. The cause of the increased rejections, you think, is not any change in the way in which the trade is carried on, but is merely the result of the change in the way in which the leather is tanned?

I think so. There are rejections for bad workmanship, as of course there always will be; but the large amount of rejections are on account of inferior leather.

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11105. Is the clothing inspected by a viewer and inspector?
Yes, the clothing from the trade.

11106. It passes through two hands?
Yes.

11107. And that is marked in the same way as the boots, is it?
Yes, it is.

11108. Then if a complaint is made of clothing, you would be able to trace it to the inspector or viewer?

We should, but we do not attribute such great importance to the clothing as to the boots, because the inspection of clothing is for mere tailoring; all the materials have been inspected before, because the materials have been issued to the contractor by us; therefore the inspection of made-up clothing, with few exceptions, is simply an inspection for tailoring.

11109. Do you consider that sufficient check is exercised by the inspector over the viewers to prevent the possibility of what has been suggested before the Committee, viz., favouritism or bribery occurring in getting inferior goods passed?

That is a very difficult question to answer. We use every possible precaution, and we stand as it were between two fires. If inferior goods were sent in the Army would soon complain, and we should hear of it. If on the other hand the inspection is too severe, we should hear of it from the contractor.

11110. Do you think that the small number of complaints arising on the part of the soldiers using the goods is sufficient indication that the inspection is satisfactory?

I think it is very strong evidence that the inspection is satisfactory if there are few complaints from the Army; and there are very few complaints from the Army.

11111. You say that you do not get many complaints?
Very few.

11112. What would you call "very few"?

I may say that the reports come in annually every year, and the reports have come in for the year 1887-88, and out of 3,500 reports, from nearly all parts of the world, there are only about 140 complaints of a serious nature.

11113. Do they refer to clothing, or to boots?

Clothing altogether. I may add, also, that a considerable number of these complaints arise from the boots, because we have been introducing machine-made boots lately, and the Army do not like the machine-made boots. They say (and I daresay there is a great deal of truth in the complaint) that there is a want of flexibility in the sole, that the sole is too rigid, and that therefore a man's feet do not feel comfortable in the machine-made boots. But we are gradually getting over that difficulty, and the complaints under that head are decreasing every year.

11114. The clothing is partly made up in your factory, and partly made up by contractors, and partly made up by regiments?

Yes.

11115. Would you explain how it is made up by regiments?

First of all, the cavalry did make all their own clothing until last year. For purposes of mobilisation, it was decided that the clothing of the seven regiments of cavalry in the First Army Corps should all be made at Pimlico, so that it should be ready for them in case they were ordered abroad; but with all the other regiments of cavalry the material is issued from Pimlico, and an allowance is made per garment, and the clothing is made by a master tailor in the town where the cavalry regiment may be quartered.

11116. You send out the material?
We send out the material.

11117. And a master tailor, not a military master tailor?
No, he is a civilian master tailor.

11118. Makes

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11118. Makes up the clothing?

He makes up the clothing, and receives an allowance, which is fixed at so much per garment.

11119. Then who had the power of accepting or rejecting that clothing?

That goes through the same process as the rest of the clothing in the Army. When the clothing is issued from Pimlico for a regiment, an officer of the Quartermaster General's Department attends, and he selects a sample from the supply, and compares that sample with the standard pattern. If he is satisfied that the sample is equal to the standard pattern, he seals it, and it is sent to the regiment; and when the whole supply arrives at the regiment, a Board of Officers is assembled, and they examine the supply, and report whether in their opinion the supply is equal to the sample which was sealed by the Quartermaster General's Officer. In like manner with regard to the cavalry; the materials are examined by a Board of Officers and compared with the sample; but when the clothing is made up the inspection is entirely regimental.

11120. And the master tailor can get the clothing made up where he pleases, and how he pleases?

How he pleases, of course under the supervision of the commanding officer.

11121. Does the commanding officer exercise any supervision over the master tailor?

Yes.

11122. Of what kind?

He exercises the only supervision that he can; he takes care to see that the clothing is properly made, and that it is made to his satisfaction; but I do not think that the commanding officer interferes much with the mode in which the master tailor obtains his labour; that is to say, if we allow a master tailor 6 s. or 7 s. for making a garment, I do not suppose that the commanding officer takes care to ascertain whether the master tailor pays that 6 s. or 7 s. to the operative who makes the clothing.

11123. It would not be his duty to do so, would it?

No, it would not.

11124. Would it be his duty to see that the clothing was made up, subject to proper sanitary conditions?

Yes, and also to see that the clothing is made in accordance with the pattern sealed by the Commander in Chief.

11125. Lord *Thring*.] It is not the duty of the commanding officer to see that the master tailor or persons employed by the master tailor make it up in clean shops or places properly adapted for the work?

The master tailor's clothing is all made in the barracks, and he employs civilian labour.

11126. *Chairman*.] I asked you just now whether the master tailor could make up the clothing where he pleased or how he pleased, and I thought you answered yes?

I ought to have stated that the clothing was made up in the barracks, and that the master tailor engages civilians, who work in the barracks.

11127. As a matter of fact, it is all made up in the barracks, subject to the inspection of the commanding officer?

Yes.

11128. That applies only to the cavalry?

That only applies to the cavalry.

11129. No clothing is made up regimentally except in the cavalry?

Yes, there is other clothing made regimentally; for instance, in a regiment of infantry there will always be a certain number of odd-sized men who cannot be fitted, and for that purpose we allow 10 per cent. of the clothing of a regiment to be made at the regiment.

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11130. Then in the case of an infantry regiment, I presume it is made in the same way?

No; the infantry regiments have got military master tailors, because they have a great deal of fitting to do. They have a military master tailor who is borne on the strength of the regiment as a serjeant master tailor.

11131. Does he employ civilian labour?

He employs civilian labour if he cannot get military labour.

11132. But he is supposed to employ military labour if he can get it?

Yes, if he can get military labour.

11133. Does he give out the work, do you know, to soldiers' wives to do?

I do not know whether he does, but I should think that a certain proportion of the soldiers' wives are employed. But with regard to soldiers' wives, we give them employment to a large extent, because all the shirts for the Army are made in the different garrison towns by the soldiers' wives and children, and we issue the materials. The material is issued to them, and an allowance of $8\frac{1}{2}d.$ is made for each shirt.

11134. Flannel shirts?

All flannel for the Army, and cotton for the militia; flannel and cotton.

11135. You do not, I suppose, know how that price would compare with the price paid to workers throughout the trade generally?

It is a much larger price. We calculate that the $8\frac{1}{2}d.$ which is allowed will admit of the worker getting about $7\frac{1}{2}d.$ a shirt.

11136. In the case of contracts you keep a sample both for material and for workmanship in the factory?

We have standard patterns.

11137. And then the contractor submits a sample of the cloth he is going to use?

No, not always. In most of our contracts we have standard patterns, and when tenders are issued each contractor who wishes to tender comes to the Pattern Room at Pimlico, and there he sees the pattern and the specification.

11138. Do you mean the pattern of the cloth?

The pattern of the cloth, or of the boot, or helmet, or whatever it may be. He sees the pattern and the specification, but of course a new contractor, and even a careful contractor, will always send in as his first delivery what he would call a sample delivery, that is to say, that he wishes to see whether his first supply of goods will be approved before he proceeds to manufacture the bulk.

11139. Is it not the case that he has to submit a sample of the cloth he is going to use for you to judge whether it is up to your pattern. Take the case of discharged soldiers' overcoats?

Yes; in the case of discharged soldiers' great coats, he had to submit, with his tender, samples of the materials, both cloth and linings; he may also have sent in a made-up coat, but this would in no way influence the contract, which would be governed entirely, for materials, by the samples submitted with the tender, and for make and shape by the standard pattern great-coat.

11140. As I understood from your former evidence, the sample coat might be a very superior article to the article produced?

Yes.

11141. It is merely to show the shape and make?

Yes.

11142. Then in the case of its being the first contract, is it the custom to send in, or do you insist upon the man sending in a certain number of garments made up before he makes up the whole bulk?

No, we do not insist upon that at all; it is done for the contractor's convenience.

11143. How is it for the convenience of the contractor?

Supposing a contractor, we will say, has a large contract for cloth, say for 50,000 yards of a particular description of cloth, he will naturally, for his own protection,

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protection, send in what is called in the trade one piece out of his loom, and he will send that in as a first delivery, and if that first delivery is approved, he will then proceed to manufacture the bulk.

11144. Take the case of the discharged soldiers' great coats. A man, we will say, offers for a contract, and you accept his contract, which is the first he has made; would you not insist on his sending in a certain proportion of the coats before sending in the whole bulk of the contract?

That was a special contract, where the contractor was required by the terms of the contract to send in samples of the materials with his tender.

11145. Do you not generally insist upon that in the case of a first contract, upon a portion of the order being sent in before the whole?

It is no portion of the terms of the contract to insist that a supply should come in first; but I may say that, practically, it is always done.

11146. It has been mentioned, as you are aware, before the Committee that in the case of these great coats for discharged soldiers, the bulk of the contract was of an inferior quality to the sample?

Yes, I am aware that that was stated.

11147. Is it not likely that the case alluded to was one of those cases in which not a sample of material, but a certain proportion of the contract, was sent in first?

No; I think with regard to that particular contract of great coats for discharged soldiers, as far as I can make out from the evidence given, it was alleged that the contractor had sent in inferior coats to the samples which guided his contract.

11148. Inferior coats to his samples?

Yes.

11149. Would not that mean that the bulk was inferior to the portion that the contractor sent in first to see whether he was carrying out the contract satisfactorily?

That might be the allegation, that the bulk was inferior.

11150. The allegation is that the bulk was inferior to the sample?

Yes, that is the allegation.

11151. And with reference to that, Mr. Hollington practically said it was impossible, because the passer could not have seen the sample which he sent in; that is to say, the sample of cloth; what I want to get from you is, whether it is not probable that what the witness, Price, alluded to as a sample, was not a sample of cloth, but a specimen, a certain number of coats, the first part of a contract sent in before the whole of the contract is delivered, as is generally the case in a first contract.

It might have been.

11152. Do you know the particular contract for these goods?

Yes.

11153. Do you know whether that was the first contract sent in by Mr. Hollington?

No, it was the first contract for that particular article, but it was not the first contract that that firm had undertaken, because Hollington's firm had bought up the business of an old firm which had made that clothing already.

11154. But it was the first contract for that particular article by that particular firm?

Yes.

11155. And is it not probable in that case that they sent in a certain number of these overcoats before sending in the whole bulk?

If they sent in a certain number of those overcoats, and if that number were not equal to the samples of materials by which they took the contract, and to the standard pattern coat for workmanship, the coats would be rejected.

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11156. I do

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11156. I do not think you quite clearly understand me; what I mean is this, this firm receives an order to supply a certain amount of Army clothing; it is the first time they have executed an order of that kind; and I understand from you (and I think we heard it in evidence before) that in a case of that kind it is customary for the contractor to send in a certain proportion of the goods he has made before he sends in the whole; that is to say, if his contract was to supply 400 great coats, he would send in 25 or 50 to show the Department that he was going to carry out the contract properly; the allegation is that the sample, as it is called by the Witness, was superior to the bulk of the order; what I want to ask you is, whether it is not probable that by the sample he meant a specimen; that a certain number of the great coats were sent in before the whole bulk was sent in?

That might have been so; but if they were specimens which were not equal to the sample approved, they would be rejected.

11157. What I want to find out from you is this: if a man sends in, say, 25 of these overcoats and says, "This is the way I am going to carry out this contract," and they are quite up to the sample, and then he sends in the remainder of the contract, and that might be not of as good quality as the first 25 that he sent in, how would that be detected?

But the remainder of the coats would be subject to precisely the same examination as the 25.

11158. But supposing the first 25 were superior to the sample and pattern?

If the 25 were equal to the sample, that is to say, to the sample of material for cloth, and the sample material for lining, and the sample coat for make and shape, they would be accepted, and if the rest of the supply was similarly equal, they would all be accepted.

11159. Do you think it is likely, or possible, that the contractor getting his first order in this way would send in a sample of 25, or whatever the number might be, somewhat superior to the sample and pattern?

No, I do not think so; with regard to that great coat question, I have brought down samples of great coats, and of materials, and also of great coats taken from store, and when the inspector is examined he will produce these before your Lordship.

11160. There were some questions I asked Mr. Nepean which he said you could answer better; how do you manage in the factory if there is a special rush of business, a special demand upon you?

Of course the factory is now considerably below its strength; at one time we had as many as 1,600 employed.

11161. And now you have about 1,200?

Now we have about 1,250; so that we could increase the strength of the factory up to about 1,600.

11162. One thousand two hundred you would call the normal strength of it? Yes.

11163. Then what do you practically do when there is a great demand upon you; do you fill up the factory or put the work out?

Now we should put it out to contract. Formerly we put it out to outside hands, but we shall not do so in future.

11164. For instance, in 1877-78 the calling out of the Reserves caused a great demand?

Yes, during that time we had no less than between 700 and 800 outdoor hands.

11165. And since that time has the same thing occurred again?

Yes, we had during the Russian scare in 1885 to do the same thing.

11166. But for the future you will not do that?

For the future we shall take no outdoor hands, but shall simply put clothing which we cannot do in the factory, out to contract.

11167. Under

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11167. Under those circumstances do you suppose that your contractors could do the work subject to the Factory Clause?

I can only hope that they will; but I am afraid that during a pressure of that kind we should not be inclined to be very particular.

11168. Practically, I think you might say that if there was a sudden demand for clothing, owing to a war or the scare of a war, it would be impossible for you to enforce the Factory Clause?

It would be impossible; we should be too glad to get the clothing wherever it was made, to mind how.

11169. I should like to ask you the same question as I asked Mr. Nepean as to the form that was handed in by Mr. Arnold White, the form alleged to be given out by the contractor to the sweater or sub-contractor in the following terms:—"I, the undersigned, hereby agree, in the event of army, police, or railway clothing being entrusted to (), residing at (), for the purpose of being made up, to hold myself responsible to Messrs. ('So-and-So'), for the safety of the garments." Have you ever seen one of those forms?

No, I have not; I do not think I have seen one.

11170. Have you ever heard of it?

I have no knowledge of it.

11171. Have you ever heard of it?

No, I have not heard of it except since I was examined the other day.

11172. Lord *Thring*.] Are the people employed in your establishment at Pimlico all civilians, or partly civilian and partly military?

Partly civilians and partly military.

11173. Are the inspectors civilian or military?

The inspectors are all civilians because they are practical technical men.

11174. They are experts in the trade.

Yes, experts.

11175. Lord *Clinton*.] Has the cost of the Army clothing generally increased since the Factory Clause was insisted on?

No, I do not think so.

11176. Is it better, do you think, than it was before that?

I think the clothing is very good that is made by contract.

11177. Do you think it is better than it was before the Factory Clause was insisted on?

No, I cannot say that.

11178. You think there has been very little difference?

I think very little difference; the clothing is as well made by contract now as it was before.

11179. Are there fewer complaints?

There are certainly fewer complaints.

11180. Then, practically, the clothing is on the whole better, probably?

Yes, I should say it was; but the great improvement has been in the material.

11181. But you have no means of knowing whether that Factory Clause is observed or not?

No.

11182. But you think it is very important that it should be?

Yes, very important.

11183. Not only on account of the clothing being better but from sanitary considerations?

Yes.

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11184. Can you suggest any means by which that Factory Clause could be enforced?

There are two ways of enforcing that Clause. The first is to adopt the system with regard to inland revenue penalties, which is to give the informer half the penalty, or to have a staff of inspectors who shall be continually visiting the factories.

11185. You think those means would be effectual?

Those would be effectual, I think.

11186. But costly?

Of course giving the informer half the penalty would not be costly.

11187. But the payment of a staff of inspectors of course would be?

The payment of a staff of inspectors of course would be very costly.

11188. But do you think it would be worth while for the sake of enforcing the Clause?

I do not think it is worth while with regard to our Army contracts, because as it is the great bulk of our Army contracts are made in the country now. For instance, out of 87,000 *l.*, which is paid in wages for making clothing, 60,000 *l.* goes to the Government factory and 27,000 *l.* goes outside. Out of the 27,000 *l.* all goes to factories in the country except about 2,400 *l.* which goes to the East End of London.

11189. And in all those contracts there is the Factory Clause?

Yes; and I think we may really say that with regard to the factories that are erected in the country the clothing is all made in the factories.

11190. Earl of *Aberdeen*.] With regard to the work done by the soldier's wives, on what basis is the price of 8½ *d.* estimated?

The price of 8½ *d.* was fixed a long time ago, because it was considered that if the operatives who made the shirt got 7½ *d.* it would be a fair wage.

11191. And it was considered that the fact of these women being the wives of soldiers entitled them to higher pay?

Yes; in fact, that is the only excuse for our violating the principles of political economy by not going to open tender; that we are doing a great service to about 3,000 or 4,000 soldiers' wives and children scattered all over the country.

11192. And you have found that work well?

Yes.

11193. Lord *Clifford of Chudleigh*.] In your former evidence, at Question 10893, you are asked, "If he," (the contractor) "is not satisfied with what you say, he goes to the Director of Contracts?" (this is about complaints), and your answer is:—"The contractor would appeal to the Director of Contracts, and the Director of Contracts would send the appeal down to me. I would then investigate it, and inquire into it, and if the Director of Contracts does not agree, or does not think that the inquiry is sufficient, he would then send it on to superior authority." I suppose as a matter of fact the Director of Contracts is virtually guided by your opinion, because in the whole of the rejections the ground of rejection comes under your supervision?

Yes; I think I may as well read to your Lordships the Secretary of State's instructions with regard to contracts and the duty of the Director of Contracts with the heads of departments; "Contracts entered into at head-quarters will be made by the Director of Contracts on the requisition of the head of the division concerned; and, in concert, they will determine on the tender to be accepted. The lowest tender for a contract will, in no case, be passed over in favour of a higher tender without the joint concurrence of the Director of Contracts and the head of the division concerned; nor, unless such a course be governed by approval precedent, without the authority of the Financial Secretary. When differences with contractors cannot be locally settled, and an appeal is made by a contractor to the War Office, the Director of Contracts will refer

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refer the papers, with his remarks, for the opinion of the head of the division concerned. The latter, when necessary, will obtain such information as may be required from the officer responsible for the execution of the contract and will then return the papers, with his opinion, to the Director of Contracts for disposal. When differences of opinion arise between the Director of Contracts and the heads of divisions, the matter will be submitted for the decision of the Financial Secretary and, when necessary, of the Secretary of State." Those are the rules which determine the action of the Director of Contracts and the heads of departments.

11194. In the case of clothing made in regiments, is the allowance made for these garments paid directly to the civilian master tailor by your Department?

No, it is made direct to the commanding officer.

11195. And he arranges with the master tailor?

Yes, he arranges. The prices allowed are all scheduled; therefore the master tailor knows exactly what he ought to receive; but we only pay on the certificate of the commanding officer.

11196. Lord *Monkswell*.] You say that the Factory Clause is broken at Bury St. Edmunds; did you before giving the contract find out whether the firm you had employed had a factory at Bury St. Edmunds?

That was an omission; we did not send down to inquire into that factory.

11197. You knew there was a factory?

We knew there was a factory.

11198. And you did not know what connection that factory had with the men you employed?

We knew it was his factory, that he had a factory there and employed a certain number of hands at Bury St. Edmunds

11199. Is there more than one clothing factory at Bury St. Edmunds?

Only one.

11200. What did you do when you found out that the firm you employed had broken the Factory Clause?

It was reported to the Director of Contracts.

11201. Has he employed that firm again?

A question arises out of that. There is no doubt that although the contractor did not employ these hands in the factory, he was employing the hands in the neighbouring villages and was doing a great deal of good in the country all round; and it cannot be said at all that it is a case of sweating; the contractor gave out the clothing himself and paid the operatives direct.

11202. Then the contractor knew perfectly well that he was breaking the Factory Clause?

And was liable to a penalty.

11203. And you think if you asked for the penalty that would be sufficient, and you might at all events take into consideration whether you should employ him again?

Yes, I think if the penalty is inflicted that is all that is necessary.

11204. I should like to know a little more about this factory, because it is in evidence that the only factory at Bury St. Edmunds is not exactly under the control of Messrs. Hollington. The evidence is this: Lord Onslow asked Mr. Hollington, at Question 9567, on page 903, "Have you a factory?" and the answer is, "We have what is virtually a factory; we have a man entirely in our employ at Bury St. Edmunds who has a factory, and he has undertaken with us that those goods shall be made entirely in his factory?"

Yes.

11205. And then at Question 9569 he is asked: "He is not your servant, merely a sub-contractor?" and his answer is, "A sub-contractor for the

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[Continued.]

manufacturing in the factory." But do you consider that that is in order; that that is a sufficient compliance with the Factory Clause, that a man should sub-contract to somebody else who has a factory?

No. As I said before, that has been done in defiance of the contract, and the contractor is liable to the penalty of 100 l.

11206. But supposing he had made all these goods in the Bury St. Edmunds' factory, do you consider that a sufficient compliance with the Act, that he had a man, not his servant to do it, but merely a man willing to take it as a sub-contractor?

No, we should consider that that was not in compliance with the terms of the contract.

11207. *Chairman.*] Did you say that you would not employ the same man again?

That does not rest with me; that is rather a question for the Director of Contracts to determine as to what his recommendation to the Financial Secretary will be.

11208. How would you report on that?

I have reported the fact already that the clothing is not made in the factory, and there my function ceases.

11209. You would merely have to report the fact and give no opinion?

Yes.

11210. *Lord Sandhurst.*] I understood you to say just now that it was nobody's business to find out whether the Factory Clause was complied with; you might have a suspicion probably that it was not, and you might send an inspector down, but beyond that you did not know whether the Act was complied with or not?

No, we have no means of knowing positively that the Act is complied with, that is to say, we do not know whether the contractor gives out 100 garments, or five garments, or 10 garments to be made up; he may do that, and yet still make some in the factory.

11211. At the conclusion of a contract, does the contractor make any declaration that the Factory Clause has been complied with, and that there has been no sub-letting?

No, he does not.

11212. Do you think it would be advantageous for such a course to be pursued?

Yes, I think that would be a very advantageous course to adopt; it would give us an additional security.

11213. *Chairman.*] How do you settle the scale of prices in the factory?

The scale of prices is settled in the factory by the manager, who ascertains what is a fair rate of wage, and what an operative can earn for making a certain arment.

11214. What do you mean by "a fair rate of wage"?

A fair rate of wage is a fair rate according to our scale, and taking our scale of wages which I have got here, the wages for the week ending 7th November the average wage of machinists is 24 s. 3 d., and the average wage of a hand sewer, 15 s. 3 d.

11215. As I understand you, the scale of wages is settled by the manager determining what he considers a fair rate of wage and also by the general rate throughout the country?

Yes, and he considers it also with his practical foremen who are accustomed to regulate the prices.

11216. And you have a regular scale fixed?

Yes, we have a regular scale fixed for each particular garment.

11217. Is

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[Continued.]

11217. Is that a varying scale?

Supposing any alteration is made in the garment, of course it varies; and we also sometimes, when we see that the wages are getting too high, make a reduction; and we have within this last three or four months made some slight reductions on some of the garments.

11218. What do you mean by wages getting too high?

We consider that the rate of the hand-sewer ought not to go much beyond 15 s. a week.

11219. Do you mean too high in comparison with what they are earning generally throughout the trade?

Yes.

11220. That is what you compare it with?

We compare it with what we call the fair trade wages, not with the sweating trade.

11221. And you compare, I suppose, the general cost of production in your factory with the apparent cost of production of the factory articles?

Yes.

11222. And try to keep a pretty good balance between the two?

Yes. We do not compete; we cannot compete with the trade, for this simple reason, that the trade only make what we call slop garments, which are the privates' frocks, and privates' tunics, and privates' trousers; and we make, besides a large proportion of that, in the factory what are called the better class of garments, of what is called in the trade the bespoke trade.

11223. Can you tell me what proportion the hand-sewn boots bear to the total quantity of boots?

The hand-sewn boots now are only supplied to India and the foreign stations. The machine-made boot is issued entirely to the Army at home and to the Militia; so that the larger proportion of boots are the machine-made.

The Witness is directed to withdraw.

MR. GEORGE MARSH, is called in; and having been sworn, is Examined, as follows:

11224. *Chairman.*] WHAT is your business?

I am a principal viewer in the boot inspection branch of the Army Clothing Depot.

11225. How long have you been in that position?

About 36 years as viewer and principal viewer.

11226. You have been in the factory for 36 years?

I have been in the employment, originally at the Tower.

11227. I asked you how long you have been a viewer, and you said 36 years?

About 36 years.

11228. What were you before that?

A bootmaker.

11229. What do you mean by a bootmaker; what class of the trade were you in?

In the strong branch of the trade.

11230. What kind of boots did you make?

The watermen's bluchers; a great deal of that kind of thing.

11231. You employed hands under you, I suppose?

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[Continued.]

11232. And you have, I suppose, a thorough practical knowledge of the boot trade?

I have.

11233. Do you inspect all kinds of boots, hand-sewn and machine-made boots?

Every description.

11234. Do you inspect any other articles besides boots?

We have leggings, certain classes of leather, and certain other things material that is used in the regimental shoemaker's shops.

11235. In fact all leather goods?

Leather goods principally.

11236. How many viewers are there in your department?

At the present time there are about 14.

11237. What is your duty as a viewer?

I superintend the inspection and the working of the branch generally.

11238. You have nothing to do of course with the giving out of orders, or contracts or anything of that kind; all that you have to do with is the goods as they are sent in?

Exactly.

11239. When parcels of goods are sent in do they come straight to you?

No, not straight to me. The goods are sent in from various contractors in different quantities and accompanied with an inspection note, an invoice; and the goods are taken in their turn according to the date, and they are distributed to the different viewers as they require them. After they have examined them they make a selection of approved and rejected, and probably put some of the best of their rejections aside for me to look at, and I look at them and draw the line, accepting those that I think ought not to be rejected, and which bear my stamp and pass into store, and rejecting those which I think ought not to be taken.

11240. I understand you that somebody goes over these boots before they come before you?

We have 14 viewers in the room, and one of those viewers goes through them; he examines every boot very carefully.

11241. I thought you said you were a viewer?

I am the principal viewer.

11242. Then the viewer goes over them first, puts aside those he rejects, and passes those he accepts, and keeps some that he is doubtful about, which you personally look at?

Yes.

11243. And everything that is accepted is stamped?

Yes, with the viewer's number in his case, and my number in my case, those that I accept.

11244. So that if the viewer absolutely rejects an article or absolutely accepts an article you would not know anything about his reason for accepting or rejecting?

There are very few deliveries that pass through without I have some knowledge of them; I see a great many of them myself, and my time has been greatly occupied in wading through other people's rejections and endeavouring to draw the line as fair as I possibly could in order to give the contractor no cause to complain on his side, and the soldier no cause to complain on his side.

11245. Do you know what course the contractor pursues, if he does complain of your rejections?

They

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Mr. MARSH.

[Continued.]

They frequently come to the Stores and see the rejections, and some of them think that there are rather close cases ; probably they would be thought so outside, but we are obliged to have everything fair to the pattern.

11246. To whom does the contractor apply ?

To the Director of Clothing.

11247. What does he do ?

He sends a representative, one of the gentlemen from the office, to the inspector with him.

11248. The inspector is an officer above you ?

Yes.

11249. And what does he do ?

He ascertains what the contractor's business is, and if it is to see rejections the rejections are brought up, and the different causes of rejection are explained to him.

11250. Brought up before the inspector do you mean ?

Brought up before the inspector and the contractor.

11251. Therefore, the contractor always has an appeal to the inspector ?

He always has an appeal to the inspector.

11252. Supposing one of the viewers under you improperly rejected some goods or accepted others, in the case of the rejected ones the contractor would probably complain ?

I think it very probable ; but we should first satisfy ourselves about them ; in fact in the doubtful cases I always look into them.

11253. But in regard to those cases where the viewers reject them at once you would not see them at all ?

I do not apprehend that any of them would reject them without a cause.

11254. But I want to ask you whether they would come before you at all, supposing they were rejected ?

It is impossible for me to see them all.

11255. In the same way, if they were accepted by the viewer, you would not pay any particular attention to them ?

No ; we know the character of the supplies that are going into the stores though we cannot see every pair of boots.

11256. And the viewer's number is not stamped in the boot, is it ?

Yes.

11257. In every case ?

Yes.

11258. And in yours also ?

Yes.

11259. So that you could always trace the article back to the original viewer who had originally passed the goods ?

Exactly.

11260. Have you made many rejections lately in the boots ?

Just very recently the rejections have not been so heavy, but within these last two years the rejections have been very heavy.

11261. How do you account for that ?

The quality of the material is not so good as it should be, more especially of the upper leathers.

11262. Nothing to do with the manufacture ?

Not so much with that as with the material.

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Mr. MARSH.

[Continued.]

11263. Have you noticed that boots sent in by one firm appear to have been made by different firms, or by different manufacturers?

We have noticed a resemblance between three of the contractors' goods.

11264. That is to say you mean that you have noticed that in the case of three contractors the boots appear to be all made by the same people?

That is our impression.

11265. The question I asked you was, whether in a parcel of boots sent in to one firm you would find evidence of a great variety of workmanship, of their having been made by a number of other firms?

It is very seldom we meet with that kind of thing; sometimes we do. You see, with the hand-sewn they must be made by a great variety of men: but with the machine-sewn there is a greater resemblance; they are partially made in the factory and partially made outside.

11266. You say that in the case of the machine-made boots they are partially made in the contractor's factory and partially made outside?

Yes.

11267. And those made outside would probably be given to different people?

Yes, they give them out something like a dozen pair, I understand, to each man, and they make them up to a certain point, and then they are returned, and probably would be given out again to be finished.

11268. Have you ever rejected boots on account of their being uneven in that way, that they appeared to have been made by very different kinds of workmanship, or with very different quality of workmanship though purporting all to come from one firm?

For that alone we should not reject them.

11269. You only reject on account of bad workmanship or bad quality?

Just so.

11270. How many grades of boots are there; there are the hand-sewn boots and the machine-made; is that all; I mean are all the machine-made boots of the same quality?

We have two classes of machine-made; one with the hob nails, and the other with the steel-billed pattern, which is somewhat lighter. Of course, altogether there are a great variety of boots and shoes.

11271. In a factory?

Yes.

11272. Are not the soldiers' boots all the same?

We have the knee boot, we have the Wellington boot; there are three descriptions of ankle boots, there are the Highland shoes, there are the Zouave shoes for the West Indian regiments, the canvas shoes, hospital slippers, and altogether there is a great variety.

11273. How would these machine-made boots compare with the ordinary run of ready-made boots of a similar kind?

They are very much superior to what people can buy in the ordinary way.

11274. And in proportion the price is higher I suppose?

Probably they are a little above what they sell to the working men generally.

11275. Can you form any opinion as to whether machine-made boots are made by sweaters in London or not?

That is a matter that does not come to our notice at all. You see they are mostly made in the county of Northampton.

11276. Lord Clinton.] Does it often happen that a viewer rejects the whole of the goods of one contractor?

He cannot do that himself without submitting it to the inspector, and the inspector goes into the matter, and if he feels that they should be rejected in bulk he does so reject them:

11277. He

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MR. MARSH.

[Continued.]

11277. He would not do that without going through them all first I suppose? We have a provision in the specification which gives us power to reject in bulk if one-fourth of the supply is found to be inferior to the standard pattern; so that we do not invariably go through the whole.

11278. But it is generally the case that one or two or a few goods out of a contract are rejected?

We get some goods with a very small percentage of rejections.

11279. And does that lead you to suppose that those are not made by different persons?

It convinces us that the contractor knows what he is about; that he has got the right class of people and knows how to make them do the work.

11280. Does the viewer know from which contractor the goods come?

Always, they bear the contractor's name and the date in every case.

11281. Lord *Clifford of Chudleigh*.] In the machine-made boots do you find a great variety in the workmanship of those parts that are given out; you say that part of that class of work is made in the factory of the contractor and part of it is necessarily given out; do you find that that part of the work varies much, some of it good and some of it bad?

No, on the whole the machine work is very uniform, even those parts that are given out.

The Witness is directed to withdraw.

MR. THOMAS WINGROVE, is called in; and, having been sworn, is
Examined, as follows:

11282. *Chairman*.] You are a viewer of the made-up clothing?

Principal viewer of the made-up clothing made by contract.

11283. In regard to the case of the contract for discharged soldiers' overcoats taken by Messrs. Hollington, which has been mentioned several times before this Committee, do you know anything about that?

It came under my inspection.

11284. Have you read the Evidence that has been given about it?

No.

11285. The allegation was that the sample that was sent in was superior to the bulk of the contract, that the bulk of the contract was inferior in material and workmanship to the sample that was sent in; and it was stated by Mr. Hollington that that was impossible because the passer could not have seen the sample of cloth sent in. It was also suggested that by a sample was not meant the sample of material sent in, but a specimen of the overcoat as a part of the contract, to show how the whole contract would be carried out; do you know whether that was the case?

I think the sample spoken of there is the sample that would be sent in with the samples of materials previous to the contract being taken.

11286. You mean a sample of the coat to show workmanship?

Yes; just to show the workmanship.

11287. Which coat might be very superior in price?

Yes.

11288. In that case it would be a mistake on the part of the passer to suppose that the sample coat had been sent in as a sample of the quality, and price, and everything?

Yes.

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Mr. WINGROVE.

[Continued.]

11289. The fact being that it was merely a sample to show the style?

Yes. We have only our standard pattern greatcoat and the samples of materials sent in by the contractor, when tendering, to guide the inspection of supplies.

11290. Do you know in this particular case whether the whole contract was made and delivered at once or whether a part of it sent in before the rest?

There were several deliveries.

11291. But they were all of the same quality?

All of the same quality and fairly up to the standard pattern in make, and also up to the samples approved of for materials.

11292. The first delivery was not superior to the subsequent ones?

Not in any way.

The Witness is directed to withdraw.

MR. EMANUEL SALOMON is called in; and, having been sworn, is
Examined, as follows:

11293. *Chairman.*] You are a member of the firm of A. Salomon and Company?

Yes.

11294. You are boot manufacturers?

We are boot manufacturers.

11295. Where is your place of business?

28, Whitechapel, High-street, E., 20, St. Andrew-street, Northampton, and Brook-street, Raunds, Northamptonshire.

11296. Do I understand that you have three factories?

We have three factories altogether.

11297. One in London, one in Northampton, and one at Raunds?

Yes.

11298. You also undertake Government contracts?

We do.

11299. Is all your work, Government and other, done in your factories?

No, not all in factories, because men prefer to work at home in most cases. We do part of the work in London and part in Northampton in the factories; but the bulk of the Army work is produced at Raunds and in the villages surrounding, as men prefer to work at their own homes in the villages, as it is more convenient to themselves.

11300. Would that be these hand-sewn boots we have heard of, or the machine made?

Both the hand sewn and the machine made.

11301. Do you know at all whether the men that you employ do the work themselves or put it out?

We only employ on Government work men that are single-handed and do the work themselves; we do not employ any under men at all, or sweaters as they are called.

11302. You do none of your Government work in London, do you?

Part of the work is produced in London and part in Northamptonshire.

11303. Do you mean by a part of it that a part of a contract is executed in London and a part in Northamptonshire?

Yes, that is it.

11304. You do not mean that boots are partially made in London?

No, not partially made in London; but they are partially cut out in London and closed in Northamptonshire, and sent back to London for adding bottom stuff.

11305. And

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[Continued.]

11305. And then sent down to Northamptonshire?

Then sent down to Northamptonshire to our Northampton factory, or our Raunds factory.

11306. To be finished?

No, to be made, sewn, finished, and cleaned up ready for sending in to the Government stores.

11307. I think you said that the boots are cut out partly in London?

Yes, and partly in Northampton. At Raunds there is nothing cut out.

11308. The finishing is done at Raunds?

The making and finishing.

11309. You do not consider the cutting out a part of the making?

No, we do not consider that a part of the making; that is work that could not be given out of doors, because we should never know where our leather went to.

11310. Then you put out the material to be made, after it is cut out, to various individuals?

It first goes down to our factories there, and then it is given out to the men, six, nine, or 12 pairs, according to the capacity of the men.

11311. Are these men in your regular employment?

They are all in our regular employment, particularly on Government work.

11312. And the work is entirely done by these men?

Done entirely by those men.

11313. How do you know that?

You see in the villages we have our manager and other men there who visit these people, and they bring in the work made, which has to pass the manager's eye.

11314. But how do you know if you give out a certain number of pairs of boots to a man A. he does not put the work out again to a man B.?

We know every man who takes the work out; we investigate them to see whether they are trustworthy to receive the work.

11315. You take care not to give to man A. more work than that man can do?

Certainly.

11316. You have an agent who looks after that?

He is not an agent; he is paid a salary. "Agents" is the term generally applied to those taking out a quantity of work and getting the articles made at a certain price.

11317. In fact, as I understand you, you feel confident that the work that you put out to these men that do work for you is done by those men, and is not sublet by them?

Not at all sublet.

11318. That could not be done, I understand you?

It could not at all be done.

11319. What do you do in the case of extreme pressure being put upon you owing to a large and sudden demand?

We should take on extra men, and even put some of our regular home and export workmen on to the Government work, though mostly in the Government work we have just certain men who make nothing else, but there are others whom we calculate that in case of emergency we can always put on.

11320. Is your regular business for the home and export trade conducted in the same way?

It is done in the same way, only the ladies and the children's work is entirely produced in London, and gentlemen's slippers are also produced in London.

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MR. SALOMON.

[Continued.]

11321. Is that entirely made in your factory?

No, not entirely.

11322. You put it out?

Firstly, they go out to a machinist who machines the uppers, then they come in again to our factory, only the tops machined; then the upper soles and the various parts of the material used are given out to a maker, and he makes them and brings them in ready for sewing and heeling; and then the channels are rubbed down by men in-doors.

11323. Do you mean by men in the factory?

Inside the factory, and also heeled by men in the factory, that is by machinery.

11324. Then there are two processes that are not done in the factory?

There are three processes that are not done in the factory.

11325. And for those three processes you put the work out?

Yes, to single-handed men.

11326. You mean by that expression that the work is done by the individual men whom you give the work to?

Yes, it is.

11327. How do you ascertain that?

By the quantity of work we give them; we never give them great quantities of work out, and we ascertain, as far as we can, that they do make them themselves.

11328. What object have you in doing that?

We think that we get better work.

11329. Than if they put them out to anybody that applied for them?

Yes, the finishing, that is, part of the finishing in the boot trade in London is done by sweaters, to a certain extent.

11330. None of your work is done by sweaters?

Yes, three or four; we only employ three or four for convenience.

11331. What part of the work do they do?

The finishing part of the work, that is the only part of the work sweaters do.

11332. I thought you said that was done in your factory?

No, the sewing is done in the factory, channel rubbing down, heeling, paring and then they go out to the finishers to be finished.

11333. But, with regard to these finishers that you just now called sweaters, do you mean that you give such work out to three or four people?

We do not; we employ three or four sweaters only for convenience.

11334. What means have you got of knowing that they do the work themselves, and do not sublet?

In general, the single-handed men are men to whom we often send work.

11335. By the single-handed men, do you mean the sweaters?

No, a single-handed man would be a man that works by himself.

11336. But, I ask you about these three or four sweaters that you employ?

These three or four sweaters generally come in for work daily, and take out according to the amount of work which we have ready for them; two, three, four, five, or six dozen.

11337. And it is not your concern to know whether they do it themselves, or what they do?

We know that the sweaters do not do it themselves; we know that they employ three or four men under them.

11338. But

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[Continued.]

11338. But they do it in their own places?
They do it in their own places.

11339. You know that they do not put it out again to somebody else?
No, they do not give it out to somebody else, that we feel certain of.

11340. How can you ascertain that?
Because we see our work there being finished.

11341. And you always employ these same three or four men?
Generally the same three or four men, at a stated rate of wage.

11342. You would not put out your work to the lowest offer?
No, we should not think of doing so, but we should think that unbusinesslike and quite against our principles. We are compelled to employ these few; in fact, you may say that almost every manufacturer in London does employ a few, for the reason that in most cases these single-handed men do very little work on Mondays and Tuesdays; they perhaps like the public-house or something like that better; at all events, they will not work much on Mondays and Tuesdays; that is the reason we keep on these other men in order to get the work done regularly.

11343. Otherwise would you prefer the work being done by single-handed men?

Yes, if we could get it done by them.

11344. And you would get better work?

Yes, we know we get better work in that way.

11345. I want to call your attention to what was said in answer to Question 434, on page 42 in the evidence of Mr. Arnold White. He says there, "Now with regard to the factors, large agents who are called factors, who buy in three-quarters of their supplies and make one quarter themselves; it is alleged, and I believe truly, that they only make profit out of the sweating involved in the three-fourths bought in, as they do not inquire into the origin of the work, which is a charge which I think can be brought against Her Majesty's Government, as I will show later on." In answer to the next question he says, explaining the point more fully, "A large order is given to a merchant for several thousand pairs of boots; he goes to a boot manufacturer, a man at the top of the trade; the manufacturer, the factor, is unable to supply all these boots himself; he can supply a quarter of them; the other three-quarters he has to, what is called, buy in; well, he buys in from these sweaters, and the boots are delivered to him according to pattern, in the same way as I described to you, and the work is done in that manner. What is alleged is this, that he makes his profit not out of the quarter of the order that he makes in his own factory, and which is subject, of course, to the Factory Act, but he makes his 'profit' on the extremely low prices that he gave for the three-quarters of the order that he has received from the Colonies or elsewhere." Do you think that is correct?

No. With regard to Her Majesty's Government I can positively say that it is not correct: they do not allow it, and contractors do not make use of it for the simple reason that there are no sweaters in the Army contract trade, and if there were they would not employ them.

11346. If there were you say they would not employ them; why would they not employ them?

Because they are not skilled workmen, only workmen that pick up the trade, not practical men.

11347. Do you mean that their work would be rejected?
Bound to be.

11348. It would be?
Sure to be.

11349. What is the meaning of these "factors?"
(50.)

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Mr. SALOMON.

[Continued.]

That is a different class of the trade altogether, these factors or warehousemen, as they are generally termed in the trade; you may term them merchants, who do not manufacture anything themselves; they have large warehouses and they purchase goods from the small manufacturers; these small manufacturers get their work made by sweaters for this reason, they cannot produce the goods at the price otherwise. The factors generally crush down these small manufacturers to the very lowest point, so that really they themselves do not know whether they are getting a profit or not, and they often make the workmen suffer.

11350. The small manufacturer, you mean, does not know whether he is going to make a profit?

In ninety-nine cases out of a hundred, that is so. The small manufacturer goes to a factor and he takes some samples; this factor looks at them; he has an article at 5 s.; the factor says, "I am buying that at 4 s. 6 d."; the small manufacturer says, "I cannot do it"; the factor says, "Other people do it"; and he will say to this small manufacturer, Try a gross of it. He does try a gross, goes home and says to these sweaters, You must make these for sixpence or a shilling a dozen less; you must finish them for sixpence or a shilling a dozen less.

11351. The sweater in his turn would have to get the work done cheaper, I suppose?

Yes, he would have to get it done cheaper; he would generally divide the amount of money he gets with the sweaters. You see, if there were no factors, really I do not think there would be much sweating.

11352. The factors, as I understand you, are warehousemen?

They are warehousemen; and really, a great amount of the work that they do is not wanted; it is only filling the market with goods not required. When the sweater is offered this amount less, he divides the amount of money he gets for the labour with the sweaters under him; the master sweater, I mean, divides it with the workmen he employs under him. We call the man that takes out the work the master sweater and those under him the sweaters.

11353. How do these factors dispose of the goods?

They advertise them; send out circulars and price-lists throughout the whole of England; and they have people writing for them, sending cash for goods and calling at their warehouses.

11354. But would not the existence of these factors be beneficial in so far as the mere fact of their acting as warehousemen tends to enable them to store up goods during any period of slack demand, and so to keep men employed?

But there is really no necessity for that at the present day; with the amount of machinery employed in the boot trade boots can be produced almost at any speed. You see, it is not alone with the factors themselves, but by their employing this sweated labour, a good many manufacturers, even the large manufacturers, are compelled to employ it themselves in order to compete against these factors in the market.

11355. It would be impossible, as far as the Army contracts are concerned, would it not, to insist upon the insertion of the Factory Clause, because a good many of these boots are made in the way you describe in Northampton?

It could not be done, because the labour is so very much divided.

11356. And conducted in peoples own homes?

Conducted in their own homes.

11357. And you can get just as good a quality of workmanship under those circumstances as you could in a factory?

We get better quality because we are very strict.

11358. In that case there is nothing objectionable for the Government contracts in the system?

Not at all objectionable, not as far as the boot trades are concerned. It is exactly

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[Continued.]

exactly the same with the Metropolitan Police contract. The Metropolitan Police have a clause inserted in their contract that the work must be made at the factory.

11359. What is the result of that?

It is made in the factory, but it is impossible to have it entirely produced in the factory for the reason of the subdivision of labour; they are not hand-sewn boots.

11360. Do you know where that work is done?

That is done at Northampton and at Raunds.

11361. Do you do any of it?

Yes, we do.

11362. And you are supposed to do it all in a factory?

As far as making the boot is concerned we do, but as far as the finishing is concerned we do not; it is given out to men who finish four, six, eight, or twelve pairs a day.

11363. And these men in your case are men that you know, and you can rely upon them for good workmanship?

Yes.

11364. And you do not give them more work than they can do themselves?

No, we should not do so; in fact, we have had a good many of these hands for years; we know exactly what they do.

11365. And you say that if you got an order very much larger than usual from a sudden great demand, arising on account of war or anything of that sort, you would get over that difficulty by employing more out-door hands to work for you?

More out-door hands and also more in-door hands; part of the work must be done in doors.

11366. You would not put out part of the contract altogether?

No; under very exceptional circumstances we should; if the Government wanted a certain quantity of boots by a certain period we should ask their permission to do so; that is very seldom the case; that has only occurred once, I think.

11367. Then I gather from you that you consider that the existence of these factors is one of the chief causes of sweating in the boot trade.

It is; the reason is, because the market gets over flooded with boots, and legitimate manufacturers have to compete against it. The result is this, that it brings about a reduction of prices, and manufacturers produce more inferior work than they ought to do.

11368. How long has this system of factors been in operation?

Largely, you may say, within the last eight or nine years.

11369. How did it spring up?

How they generally spring up is this: they generally take a small warehouse; they are well backed up with cash, and the first manufacturer that comes in they buy goods from, and then a smaller man comes in they try and get these goods imitated at a lower price; and perhaps another small manufacturer will come in and they will try and get them lower still, and the result is, that eventually the large manufacturer, who does not want to be cut out in the market, is compelled to reduce the wages of his workmen in order to compete with this illegitimate competition.

11370. You consider that illegitimate competition?

Yes, we do.

11371. Why do you consider it illegitimate?

Because these small manufacturers start with little or no capital, and they are supported by a good many of the leather houses; they supply them with a

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quantity of goods; they are not particular to the amount they supply; sometimes it is thousands. Only lately there has been a failure, a man that started with perhaps a few shillings of his own failed for between 8,000 *l.* and 9,000 *l.*

11372. Have you considered this subject of sweating that the Committee are inquiring into in the boot trade generally?

Yes, we have considered it.

11373. Have you anything you would like to say to the Committee on the subject generally?

Generally we say that every manufacturer almost does employ one or two or three sweaters; even the large ones do, because they are more steady in their work, and when orders are taken, contracts and orders for the home and shipping trade, we can place more reliance on getting the work done by them in time; they help us out.

11374. As I understand you, you think the existence of the sweating system necessary, to a certain extent?

It is necessary to an extent.

11375. At the same time you think it objectionable?

It is very objectionable; we should prefer to do without it, only there is one reason why we cannot do without it in a good many classes of work, and that is foreign competition; that is our opinion.

11376. Do you do a great deal in export trade?

We do.

11377. Where do you export to chiefly?

Australia, the Cape, and the Indian markets.

11378. How do you get your orders?

At the present time we are doing our trade mostly direct with the buyers themselves.

11379. You get the orders direct from the colonies?

Direct from the colonies, but a great amount of the trade is done by merchants; they have orders sent to them from abroad and they place their orders with us; we deliver them to the merchants, and they pay us, and they send them out.

11380. In ordinary cases the order would, I suppose, go through two or three hands before they come to you?

No, I think it would only go through one hand when it left us; it goes through the merchants' hands; I believe they receive a certain amount of commission for buying.

11381. Would the merchant get that from the colonial agency?

He would get that from the colonial buyer.

11382. Do you have any foreign competition to contend against in Australia and India?

In Australia and India we have a certain amount, but that does not affect us so much because we do not go into the very low class in export trade; it is mostly in the home trade that we do a great deal of the lower class work.

11383. And it is there that you feel the competition?

Yes.

11384. Where is it from?

From Switzerland and from Germany; in fact it is increasing, not so much in amount as in quantities.

11385. What class of goods is that?

From Germany it is mostly lasting boots and shoes imported.

11386. What is that?

It is a sort of woven material, cotton and wool mixed.

11387. I take

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11387. I take it, it is in the cheapest class of work that you do that you have this competition?

That is from Germany.

11388. And how about Switzerland?

From Switzerland it is more what you call the next quality class of goods.

11389. And the difficulty, I understand you, would be that if sweating, which you say is an objectionable thing, were done away with or diminished, it would tend to increase the cost of production here, and you would be unable to compete with foreign competition?

Yes; in fact we should not be able to compete with it now; in a great many cases we cannot compete.

11390. Therefore you would not suggest that anything should be done to diminish sweating, lest it should increase the cost of production?

Yes. One thing that we suggest is that these workmen should really work single-handed; but then there is a difficulty in that because they are not skilled.

11391. What do you mean by workmen; the workmen to sweaters themselves?

The workmen to sweaters themselves.

11392. Lord *Derby*.] What do you mean by working single-handed?

Working on their own account.

11393. *Chairman*.] You mean that the men now employed by sweaters should get the work direct from the manufacturers?

Yes.

11394. I take it from you in that getting a foreign order it comes from an agent here to a merchant here, and from him to you, and from you it goes to the sweater?

You cannot say that it goes to the sweater entirely: only one part of the work goes to the sweater. For instance, take an article at 4s. a pair; the sweating that would be done in that article would only amount to 4s. a dozen; 4d. a pair.

11395. Do you buy of factors?

No.

11396. But other manufacturers do, do they not?

No, they do not generally.

11397. Then I do not quite understand how the factors dispose of their goods?

They dispose of their goods through the retailers, through shopkeepers, people that have retail establishments.

11398. That would be for the home trade?

That would be for the home trade.

11399. Would not factors store goods for the export trade?

Some of the goods they would buy would go to the export trade.

11400. How would they get into the export trade?

By getting customers to call upon them; sending out circulars.

11401. Would they sell them to a man in your position, who gets an order for so many boots?

No; they would sell them either to the colonial buyers who have their offices in the country, or to merchants who have orders from abroad.

11402. Then I take it that a colonial order, when it gets to the manufacturer,
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is partly in all cases, according to you, executed by him, and part of the work sent out either to out-door hands or to sweaters?

Part of the work would be sent out, certainly.

11403. And in many cases, I suppose, it may be let again by the sweater to somebody else?

Well, a master sweater would not sublet it again.

11404. He would only divide it between his own employés?

He would divide the amount of money he received for the work among them selves. You see the export trade is not affected so much by the factors; the home trade is the trade that is affected by them.

11405. Take the home trade; how do you get your orders for that business?

We employ travellers and send them out, or get orders ourselves as best we can.

11406. In that case you would not buy from the factors?

No. In fact we used to supply them at one time; some we supply now.

11407. Have you read the evidence that has been given before the Committee as to the sweating in the boot trade?

Yes, I have read part of the evidence; not all of it.

11408. Do you think that the alleged evils that are complained of could not be remedied without increasing the cost of production, and danger to the existence of the trade, through being unable to compete with foreign competition?

The only remedy I can see would be that these people should be employed in better factories, in better workshops; more ventilated and more sanitary.

11409. Would not that all tend to make the production dearer?

Well, slightly; but I believe that it would not injure the trade very much; and another thing is, the factory inspectors: there are not sufficient factory inspectors.

11410. Do you not think that there is an unnecessary amount of profit divided among the several hands, between the producer of the article, the workman, and the consumer of the article, the person who wears the boots?

There is an unnecessary amount taken by the factor; he really takes the profit which.

11411. He might be done away with with advantage, you think?

Yes, the middleman could be done away with with advantage altogether.

11412. With regard to your colonial trade, is there much competition in the colony itself?

From home manufacturers we have competition.

11413. I mean in Australia?

Yes; from British manufacturers we have an amount of competition which would exist everywhere; only the colonial trade do not buy the very lowest class.

11414. Do the prices of these German and Swiss goods tend to decrease?

Yes, certainly they do.

11415. And, consequently, to drive down the prices here?

It drives down the prices of the home-made article.

11416. Earl of Derby.] I think I heard you say just now that you thought the middleman could be done away with advantageously?

Yes, he could be done away with entirely.

11417. How do you mean, done away; by a legal enactment, or done away by an alteration in the arrangement of business?

I do

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I do not see that any legal enactment could do away with them; they are only men of business, the same as other men are.

11418. But if it would be an advantage to do away with them, what prevents that being done now?

The leather people are the ruin of the trade in that way, giving credit to small manufacturers, who do not care what price they produce goods for.

11419. Then you said something about an illegitimate competition on the part of a smaller man; how do you define an illegitimate competition; what is it that makes a competition illegitimate?

It is illegitimate for this reason: these men go to these factors and offer them an article; these factors say, "Well, we cannot buy that article at that price, but we will give you so-and-so for it, the price we are buying it at." The manufacturer says, "Well, all right, I'll try it." Then he goes back and makes them, reducing the wages of his workmen; and they are sweating the trade down.

11420. You mean that it is the keenness of the competition that makes it illegitimate?

No, I do not say that; I say it is the illegitimate trading of the leather houses. I call it illegitimate, because I consider that if they serve a man with goods who is not possessed of any means whatever, and he sells those goods under price, and they supply them with any amount of goods, that is illegitimate competition.

11421. You object to a class of people going into the business with no capital?

No, we do not object to that if it was restricted within certain bounds; but now, at the present day, the leather trade do not restrict it to giving a man a moderate amount of credit, but they go into thousands.

11422. Then you object to that; why; on the ground that such men have an advantage in competing with those who possess capital themselves?

No; they produce goods under price, and so compete with the manufacturers who have capital and wish to make a reasonable profit.

11423. I presume we may take it that they would not carry on doing that kind of business unless it paid them?

That is not found out yet. You see now and then we have very large failures in our trade. Of course, it can last for a very long time with the easy mode of financing a business at the present day.

11424. What you object to is an extension of credit to people who are not able to give any security, and who speculate recklessly?

That is it; that is the ruination of the trade at the present day.

11425. But is that confined to your particular trade; does it not extend over the other branches of trade?

No; I do not think it extends to the other branches of trade to the same extent.

11426. Then I understood you to say that every manufacturer employed some sweaters, because they are found to be steadier. Steadier than whom; than the independent workman?

Steadier than most independent workmen. Of course there are several independent workmen who are steady; there are good and bad of all sorts.

11427. But the man who is regularly engaged in what is called a sweating business, you consider steadier than a man working on his own account?

Yes, he is steadier; there is no question about it.

11428. May not that have something to do with the advantage which the sweating system seems to enjoy?

Yes, it has something to do with it.

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11429. Independent workmen cannot as a rule (of course there are exceptions), in your judgment be relied on?

As a rule they cannot be relied on. When we give out work to an ordinary workman at the commencement of the week, on the Monday or the Tuesday, and we expect to have that work in on the Wednesday, we cannot rely on getting it from the single-handed man as we can from the others; they are sure to bring it in.

11430. You say that the men in general, of whom you are speaking, prefer to work at home rather than in factories?

They do.

11431. We had some evidence in the earlier part of this inquiry tending to show that there was a wish in the trade that all business could be carried on in factories, that work should not be taken home?

There is a general wish for that, it is quite true, and the larger manufacturers in London have tried to a certain extent to employ these men indoors, but they find that the more respectable men prefer to work at home in association with their families; and with regard to the others we can get a greater amount of work from them inside the factory, but then there is disagreement.

11432. You think the only practical suggestion you are able to make to us, is, that there should be more attention paid to the sanitary state of the workshops and more inspection?

Yes, that is it; and I should also add to that the registration of all factories and workshops.

11433. Of course that would not affect those who work at home?

It depends upon how the factory, or workshop, or workroom, would be defined.

11434. Would you compel a man to register himself, if he took work home and did it in his family?

No, not that, but to stop the sweating system; stopping men employing three, four, five, or six hands, working in small rooms, and living and sleeping all in the same room.

11435. It is a question of sanitary arrangement then?

To a very great extent it is.

11436. Earl of *Aberdeen*.] You spoke of the sweater getting the work done more steadily; does that imply that he contrives to get the men to work on Mondays and Tuesdays?

No; he contrives to work all the week when he has work.

11437. Is that because he employs men who are only partially in work, and therefore, have less money to spend at the beginning of the week than the others?

They are the ordinary men. The single-handed men that are in work generally work from Wednesday to Saturday, and on Monday and Tuesday they generally finish what they have earned in the former week.

11438. How does the sweater get over that difficulty?

He is more steady. Firstly, he starts work on Sunday; he works on Sunday.

11439. He gets his men to work you mean on Sundays?

Yes, and works himself, and right through the week till Friday afternoon at sunset; and then from Friday afternoon till Sunday morning he does not do any work.

11440. You are speaking of men who employ four or five men under them?

Yes, four or five men.

11441. Generally all in the same room?

Yes.

11442. I do

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11442. I do not see how the sweater can succeed in getting his men to work in that way, for less money than single-handed men?

These men come over here; they come into the country and they do not know what trade to go to; these master sweaters take them in at first to teach them part of the finishing in the boot trade, and give them no wages at all, merely keeping them in food. Then by the time they have learned a part of the trade they pay them; they take half the wages and divide the other half among the other men.

11443. You are referring to immigrants from foreign countries.
That is it.

11444. Are there many Jewish immigrants?
There are a great many, certainly.

11445. Do you employ many women in your business?
A few; not inside at all; only out of doors.

11446. Do you find that women take up work, not as the main means of livelihood, but in a supplemental sense; for instance, the wife of a man employed as a labourer will take in work, and do it at a lower rate than it could be done for by anyone depending upon it for her livelihood?

No, we do not find that; we do find some men whose wives are industrious, and take out work on their own account, and have one or two machines at home.

11447. In such a case they could afford, could they not, to do it at a much cheaper rate, owing to the fact that it is only a supplemental source of income?

They could do so, but it is not a thing that is done in the trade; they would not think of reducing the price. In our own factory we have a fixed statement of wages, and everybody, whether sweater or not, is paid at one rate.

11448. Lord *Clifford of Chudleigh*.] I suppose, as a rule, the workmen of the sweaters are unskilled labourers, who could not work single-handed?

They could not work single-handed for the first year or two.

11449. And they generally form the bulk of the sweatees?
They do.

11450. You mention that a certain number of men worked in the factories of those who might work single-handed; but you said that there were generally disagreements; do you mean disagreements among the workmen, or disagreements between the workmen and the employers?

Disagreements among the workmen and the employer. The general case is this, at least we have found it so; there is generally a man who takes the lead in the shop, and a certain new article is produced, and it is given out at, say 10 s. per dozen; he says "Well, we ought to have more for it," and the other men say "No, we are satisfied"; he agitates and agitates till he gets two or three more on his side, and then there is a sort of deputation, whether the others like it or not, who wait upon the employer, and say "We will not make this under 11 s. a dozen"; the result is, that the master gets tired of this continual bother with the workmen, and says "I had better keep as many out of doors as I can."

11451. There is less trouble, in fact, in employing the men out of doors?

Less trouble; one benefit, I think, would be to have a general statement for London, which is being promoted at the present time; but I think the leading manufacturers are decidedly in favour of one rate of wages right through the trade, that everybody should pay the same price.

11452. Some general arrangement among the manufacturers you mean?
Yes.

11453. Lord *Monkswell*.] You say, in fact, that the sweater obtains cheaper labour in consideration of teaching his business; that is what it comes to?

Yes.

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11454. Do any manufacturers do the finishing in low classes of goods without employing sweaters?

Yes, we do, and others do so also.

11455. But you do it partly through sweaters?

Yes, partly.

11456. And you do nothing else through sweaters except the finishing?

No.

11457. I see Mr. Hoffman says, in answer to Question 1113, after speaking of the "making" of the boots, "Then they are given out again to the finishers, which is the branch of the manufacture of boots where the greatest amount of sweating takes place. The boots are given by the manufacturers to the finishers; and these manufacturers who employ sweating labour, give the boots to the master sweater. As a rule they prefer men who can do a large quantity of work; they discourage, as far as they can, all little men, men doing small quantities"?

That is not the fact with the leading manufacturers of the trade. As far as we ourselves are concerned (and I may speak on behalf of the leading manufacturers of the trade), it is not a fact.

11458. You would just as soon give it out to single men or to small sweaters as to big sweaters?

We would rather do so, for the reason that in that way we get our work more uniform and better.

11459. More regular and better from the little men than from the big sweaters?

Yes.

11460. You get your work better from the sweater, I understand you, than from the single men?

No, better from the single men, but we do not get it so regularly from them.

11461. As between the big and the little sweaters, have you any preference. Mr. Hoffman said that the manufacturers always prefer giving the boots to the big sweater to finish?

We prefer giving them out to the small men; to single-handed men, who are not sweaters at all.

11462. But I understand Mr. Hoffman to say what I have just put to you. It is only a case where boots are given out to sweaters; that is all he is talking about; and then he says, "The boots are given by the manufacturers to the finishers, and these manufacturers who employ sweating labour, give the boots to the master sweater." My point is this; Mr. Hoffman says, "As a rule they prefer men who can do a large quantity of work;" that is, I suppose, sweaters who can do a large quantity of work?

Yes.

11463. "The manufacturers discourage as far as they can all little men, men doing small quantities;" all little sweaters that means, does it not?

No, they are not sweaters. The sweaters are those that do quantities.

11464. My point is this; as between big and little sweaters, have you any preference?

We give the small ones the preference.

11465. *Chairman.*] Why do you prefer them?

For the reason that their work is generally turned out better, and we can place more reliance upon their work. When we give it out to a big sweater, it very often occurs that he has two good workmen and two bad workmen; he will be working for two houses; one day he will bring the good work into one house and the bad work into the other house; and if that second house complains, and says, "We will not give you any more," he will improve it the following night, and those that had the bad work will get the good work, and those that had the good will get the bad.

11466. What

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11466. What do you call the small sweaters?

Those that have left the sweaters and started on their own account.

11467. How many hands does a small sweater employ?

Perhaps himself and a boy, and perhaps his wife will assist him.

11468. And a large sweater might employ how many, 15 or 20?

From four up to I cannot tell how many; up to say 10 or 12 men.

11469. I suppose if it was not for the existence of these sweaters this cheap foreign labour you have alluded to, unskilled, ignorant labour, could not be utilised at all?

No, it could not be utilised at all; but if we had not the sweating labour to an extent we should not at all be able to compete with the goods that come from abroad.

11470. Then I understand you that you prefer the sweater to the single-handed man because he is steadier?

No; we prefer the single-handed men; but we are compelled to have the sweaters because they are more regular to time.

11471. You find the sweater steadier?

We have the sweater because we have a convenience in him.

11472. I thought you told Lord Derby just now that he was steadier?

That is the only benefit the sweaters are; they are more steady; there is more reliance upon their bringing in the work to time.

11473. But they are not so much steadier that you would prefer to use them; is that your meaning?

Yes, we should prefer to use them on that point.

11474. I cannot understand which you really do prefer?

The majority of our men are single-handed; we employ three or four who are not, but who are sweaters; these three or four we keep on, and have kept on for years, for the reason that the other men do not work regularly, and to complete our orders we keep these sweaters on because we can depend upon having the work in time; that is the reason why we keep them on.

11475. I do not understand in that case why you do not employ them much more largely?

Because the work is not good enough; they are not skilled workmen.

11476. You employ a few sweaters in case of unsteadiness on the part of these single-handed men?

That is so; and all manufacturers in the low-class goods are compelled to employ sweaters.

11477. Do you mean that the sweater is a more sober and industrious man than the outside worker?

The majority of them are.

11478. In any case, if the sweaters undertook to do a certain amount of work he would be sure to bring it in, because, if not a steady man himself, he would at least insist upon the men under him working?

We never ask a man how much work he can do, but give him out according to what we think he can do; we find that out by the number of men he employs.

11479. That is not my question; my question is whether what you call the superior steadiness of the sweater does not consist in this, that as he employs other men, and, from the competition amongst them, he can get any amount of that sort of labour, it is absolutely certain that he can always bring in his work up to time; he has no difficulty in getting his men to do it?

No; he can always bring it in to time without changing his hands.

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11480. It does not always depend upon his own individual steadiness?
No; and from what I can gather they work so many longer hours to do it.

11481. We have had evidence before the Committee as to the long hours that the men work. I suppose in that case also if the hours of labour were limited that would tend to increase the cost of production, would it not, and make it difficult for you to compete with the foreign goods?

No, I do not see that it would have anything to do with that.

11482. Do you mean that it would not make an article dearer if the men producing it were not allowed to work 15 or 16 hours a day?

No; there is no necessity for that, because the single-handed men only work about 10½ hours a day, and they can earn in that time a fair amount of wage. We pay those master sweaters the same rate of wage, only it is divided.

11483. You spoke about this question of Jewish immigration just now; do you think that that has existed in any large proportion?

It has maintained a fair proportion for several years past.

11484. You mention that as rather an important factor in the whole case?

I believe it is rather larger the last three or four years than what it has been.

11485. That brings in a number of persons following no trade and who are obliged to take up this boot-making trade to learn?

That is to say, there is a part they take up; that is the only part they take up in the boot trade. I believe in the tailoring trade they do part of it.

11486. Do you think that immigration has had any marked effect on the trade?

No.

11487. You do not look upon it as an evil because of its effect upon the trade?

No.

11488. You say that you have a fixed statement of wages?

Yes, everywhere we have a fixed statement of wages.

11489. How do you arrive at that?

We arrive at that according to the quality of work we produce. A buyer will say he wants a certain article at a certain price, and we will calculate that article, and consider we pay so much for making and so much for finishing, and if we sell the article we should give the workmen the work at these prices.

11490. Then you have to vary your statement, I suppose, according to the order you receive?

No, only we add different classes of work to that; we do not alter the statement.

11491. You have not got your statement here, have you?

No.

11492. Does it lay down a rule that such and such a price is paid for such and such a quality of work done?

Yes. Of course sometimes we miscalculate it, and the workman says, "We cannot do it for the money;" then we say we must pay a little more for it.

11493. Do you think a general fixed statement of wages is possible?

It is possible, and it is being tried now.

11494. Will it not have to be constantly changed?

Varied according to the different articles produced; different patterns occasionally coming forward, you would have to vary it for that.

11495. You would advise the having of such a general statement of wages?

Yes, it would be very desirable to be tried.

11496. Would it not have to be varied, for instance, in connection with the price of these imported goods?

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It would be no use fixing the statement at a very high rate of wages, because that would give foreigners more facility in sending goods into the country.

11497. You think your trade is sufficiently steady to fix a statement of wages that would not require to be varied very materially?

I think the trade is steady enough for that.

11498. And I understand you pay the same rate in your factory as to the individual workman outside, or to the sweater?

Exactly the same.

11499. There is one thing I did not ask you in regard to what you said about the factors when you spoke about their illegitimate competition; I do not understand what called that into existence?

It is supported by the leather houses in the trade.

11500. But what has occurred in the leather or boot trade in the last 10 years to cause that?

I cannot say exactly the real cause of it; it is there. The fact of the matter is this: these leather houses want to do a larger trade, want to push their trade more, and they think it a sound principle on their part to supply any amount of leather to these smaller houses.

11501. I understand you to suggest that it would not be advisable to apply the legislation of the Factory Acts to the individual workman; I mean a workman who does all the work himself or with the aid of his family, but that it should be applied in all cases where he employs any other labour?

Yes, that is it, where he employs other labour.

11502. Do you know whether wages have had a tendency to go down in the last 10 years?

They have gone down in the last five years, you may say, but not very considerably; in fact they have gone down more since; it is about 1884 or 1885, there was a statement of wages put forward by the Trade Union that masters should pay to; but manufacturers would not listen to the statement, because it was all one-sided. There was a very large strike then in the boot trade in London which lasted about six weeks. Eventually the men and the masters came to an agreement to form a board for compiling a statement. After they had compiled the statement mutually, it was submitted to a mass meeting of the men, and they rejected it. The result has been that since that time wages have come down; commoner goods have been made and a lower rate of wage has been paid for him.

11503. I suppose the price of the goods has gone down?

The price of the goods has gone down considerably.

11504. How long have you been connected with the export trade?

For the last 25 years.

11505. Has the quality of the goods exported remained the same?

We, ourselves, do not reduce the quality unless the thing will give a fair wear.

11506. In general, you think, do you, the class of goods exported now is as good as it was before?

In a great many instances the class of goods exported are rather better than what they used to be.

11507. And the price lower?

No, I do not think the price is any lower, but the goods are better in material and a little better in price, but not much.

11508. I thought you said just now that prices had diminished?

In the very low class certainly, but I am talking of the general class of trade. In the low class, prices have gone down very considerably. That would not affect houses like ourselves.

11509. It would affect the export trade?

Yes; it would affect wages. The low price is also caused by the use of very common

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MR. SALOMON.

[Continued.]

common material and not leather. There is a great amount of boots at the present day, made not entirely of leather but compressed paper, composition ; cardboard really, put into boots.

11510. Would it be your opinion that, speaking generally of the low class of boots, whether for home consumption or for exportation, the tendency is to issue an inferior article to that which used to be produced 10 years ago ?

Yes, that would be the tendency for the export trade ; and an inferior article for the home trade.

11511. I suppose you make no difference between union men and non-union men in the workmen that you employ ?

No, we do not.

11512. Do you know whether many of the men employed by you belong to the union ?

Yes, I should think about half of our men belong to the union.

The Witness is directed to withdraw.

MR. THOMAS POCOCK, is called in ; and, having been sworn, is
Examined, as follows :

11513. *Chairman.*] WHAT is your business ?
Boot and shoe manufacturer.

11514. You also execute Government contracts ?
Yes.

11515. Where is your factory ?
No. 235, Southwark Bridge-road.

11516. You have a factory there, have you ?
Yes.

11517. Do you make all your goods in the factory ?
We make all the goods in our factory.

11518. Entirely ?
Except the hand-sewn work, which is given out from 60, Broad-street, Northampton.

11519. Have you a place of business of your own in Northampton ?
Yes.

11520. Not a factory ?
It is a factory so far as it is constituted at the present time. There are three floors attached to it, and my nephew manages it.

11521. Then I presume the process with you is the same as that mentioned by the last witness, that the goods are cut out in London and are sent down to Northampton to be made up ?

The plan we adopt is this : We cut out our stuff in town and send it to Northampton to be closed in Northampton and the villages round, except the hand-sewn work. We find a great difficulty in getting the class of labour in town, for the hand-sewn work and for closing.

11522. Then putting aside the hand-sewn work, you cut out the good in London, and you send them down to Northampton to be closed, and then they come back to London to be made up ?

Yes.

11523. What is the object of sending them to Northampton ?
Simply because the class of labour for closing them is to be found in Northampton and the villages round it.

11524. Then

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Mr. POOCK.

[Continued.]

11524. Then as far as the machine-made boots are concerned, with the exception of the closing, you make them entirely in your factory?
Entirely.

11525. As far as you are concerned, it would make very little difference if the Factory Clause were inserted in the Government contracts, so far as machine-made boots are concerned?

Not any difference at all, so far as machine-made boots are concerned.

11526. And about these hand-sewn boots, how do you get them made?

We cut them out in town, and send them down to Northampton to be closed, and we provide the bottom stuff to be attached to them by our nephew there.

11527. And then what becomes of them after that?

They are returned to the warehouse in town to be sent to their destination.

11528. I am talking of the hand-sewn?

After they are bottomed they are returned to the warehouse in Southwark Bridge-road, and then forwarded to their destination.

11529. Where is this done, in villages in Northamptonshire?

No; at the present time we are drawing all our men from Northampton itself; the town.

11530. You put out the work, so much to each man?

Yes.

11531. And have you any knowledge of how the work is done, whether the man does it himself, or puts it out again?

At the present time the quality that is being made is being done one pair to each man. When finished, he can bring that pair in again and get another.

11532. How many can he do in a day?

One pair a day, or one pair and last another; he would not get through more than a pair a day on the run.

11533. And you would not give him more?

No.

11534. And is this work carried on in their own homes?

In their own homes.

11535. Have you got a statement of prices?

Not with me. We have a statement that we work to.

11536. Do you pay the same wages in your factory as to outside hands?

Yes, except in the case of hand-sewn men; we cannot get the hand-sewn men at the price in town.

11537. Have you heard the evidence of Mr. Salomon?

Partly.

11538. Have you anything you would wish to state to the Committee on the subject of sweating in your trade?

As far as we are concerned we do not employ sweaters, but we are obliged to buy of factors, having so many branch shops; in order to get lines, which it is impossible for us to make, we purchase of them.

11539. What do you mean by "lines"?

Different classes of goods; the lower classes.

11540. You employ no sweaters at all?

None at all.

11541. Because you do all your London work in your factory?

Yes, all our London work; that which we are able to make when the prices or the quality of the materials prevent us from making it according to the class of men we employ.

(50.)

G

11542. I understand

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Mr. POČOCK.

[Continued.]

11542. I understand the boots you manufacture yourselves you manufacture from beginning to end in your factory?

Yes, with the exception of finishing.

11543. But you buy certain lines from factors?

From factors or other manufacturers.

11544. Do you find that you get them cheaper from the factors?

Yes, there is no doubt about that.

11545. Do you consider these factors objectionable?

I do.

11546. For what reason?

Because I maintain that it is an outlet for fraudulent trading; I should say simply because the leather cutters at the first onset advance the material with the view of helping men on, that we call chamber masters, and then towards the close of the week they are unable to meet their engagements, and they run to these factors and sell the goods for whatever they can get for them. The chamber masters are the small makers.

11547. Your contention is that the leather cutters, the leather trade, advance the money to these chamber masters?

Advance material.

11548. Not money?

Not money; material.

11549. Credit?

Yes.

11550. And that they are obliged to dispose of their goods at any price to the factor in order to pay for the material?

Yes.

11551. But would not that be equally the case if these smaller sweating masters sold to the larger manufacturers?

That would be so; but very often the larger manufacturers have certain times when they will not take in work, and the chamber master is obliged to dispose of his work somewhere to draw his money for the week.

11552. That is the fact, is it, which has called the factor into existence?

Yes.

11553. Do you export too?

Yes.

11554. Is your trade principally home or export?

Home.

11555. Do you complain also of the pressure of foreign competition?

We do very much.

11556. Do you think that trade here will not bear the cost of production being increased?

Not if we have to contend with foreign competition.

11557. Do you think that the evils you complain of in the two classes of boots, sweating, in fact, are evils that could be done away with or diminished without increasing the cost of production?

It is in consequence of the immigration of foreign labour that the sweaters are able to do the work at the price it is done, and if there were no foreign labour I do not suppose the Englishman would allow it; his trade society would help him to demand a fair wage.

11558. In that case you would not be able to compete with the foreign producer in that class of goods?

No, we should not in that class of goods.

11559. And

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Mr. POCOCK.

[Continued.]

11559. And we should lose that entirely ?

Yes ; and no great loss, I think.

11560. You would prefer to see that lost entirely rather than that the present evil should continue ?

I think so, because it is only depreciating the class of our own goods at the present time to try and compete with them.

11561. It has brought down the quality of the goods, do you mean ?

The quality of the material, and also the wages.

11562. But it does not affect the export trade ?

I think so ; there is no doubt that the export trade has been very much depreciated of late years.

11563. In quality, do you mean ?

Yes.

11564. But you do not suffer from competition in your foreign markets ?

We do so on a small scale.

11565. It has been suggested before the Committee that combination upon the part of the workmen would enable them to resist these low rates of wages that they complain of, and the exaction of any long hours of toil ; if that were so, would not that of necessity increase the cost of the production ?

I do not see how they are to help themselves ; being men without means, and without any chance of getting a livelihood, except to engage themselves to some man who has capital and premises, where he can shelter them, so that I do not see how it is possible for these men to combine unless they do so in large numbers.

11566. You mean that the immigration of this unskilled labour makes combination impossible ?

I think so.

11567. Are there any legislative remedies that you think could be applied ?

I think that the restriction of the immigration of foreign labour would help us.

11568. Do you think that workshops should be registered, and the places where work is conducted ?

Yes, that would be a great help to us ; for many of our men at the present time, while they stipulate to work at a certain price for us, and will combine to keep that price up, will, after leaving our place, go and work for another shop from half-past six to nine, and work for a penny or a halfpenny per pair less.

11569. Would you suggest that any limit should be put upon the hours of work of adult male labour ?

I do not think so. We have not the means of enlarging the factory as we should like, and instead of shutting our factory at half-past six, we have to keep open till eight o'clock at night, and later, according to the orders.

11570. I suppose, in your statement of prices, you would have a regular fixed scale ?

Yes.

11571. Is your work all piece-work ?

All piece-work as far as the making and finishing is concerned.

11572. As I understand you, while you wish that something could be done to mitigate or diminish the evils complained of in what is called the sweating system, you do not really see how it can be done ?

There are great difficulties in the way.

11573. The main difficulty, perhaps, being the danger of increasing the cost of production ?

Yes, that is one.

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Mr. Pocock.

[Continued.]

11574. What are the others?

There is the difficulty of protecting ourselves against the importation of foreign goods at a lower price.

11575. I understood you to say you would prefer losing that trade rather than that the evils complained of should continue?

So we should. But we should prefer to keep the trade to ourselves.

11576. Earl of *Derby*.] You have nothing to propose beyond the restricting of immigration and the registration of workshops?

That is all I have to propose at present.

11577. You do not propose to fix any limit of hours during which adult male labour may be carried on?

As I have explained to you, it would be very difficult in our own case, because while our factory is limited we could not help ourselves.

11578. I suppose you would not be in favour of preventing people from working in their own houses?

By no means, because our own hands do so. We have a great number on the premises, and we are obliged to employ others out of doors; but the difficulty they find in London is that they are unable to get lodgings or apartments where they can carry on their work. Many of them endeavour to get a long garden, and cover it, and so work in that way.

The Witness is directed to withdraw.

MR. HENRY THOMAS WILKINS, is called in; and, having been sworn, is Examined, as follows:

11579. *Chairman*.] ARE you also a Government Contractor?
Yes.

11580. In the boot trade?
Yes.

11581. Can you tell the Committee what was your last contract?
At the end of last year.

11582. What was it for?
Twenty thousand machine-sewn ankle boots.

11583. Where were those 20,000 machine-sewn ankle boots made?
At our factory at Rusden, in Northamptonshire.

11584. Have you any factory in London?
No.

11585. Is that your only factory?
Yes.

11586. Are those boots made entirely within the factory?
None of them; it is a village, and they are given out to the men at their own homes.

11587. You manufacture nothing in the factory?
All the material is cut out there.

11588. You do nothing but cut out the material in the factory?
Yes.

11589. And the work is put out to the cottages?
Yes.

11590. That is the case in the hand-sewn boot, do you mean?
No, in the machine-sewn.

11591. Are

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Mr. WILKINS.

[Continued.]

11591. Are these machine boots?

Machine boots.

11592. How do you put them out to these cottages?

About a dozen; they take a dozen out and partly finish them, and bring them in and take out another dozen. They go through two or three processes; they are sewn in the factory, and they are taken out again and finished.

11593. Just explain, will you; they are cut in the factory?

The material is cut in the factory; they are given out to the makers, and they bring them again to be sewn.

11594. In what condition do they bring them in?

With the bottoms on to them; and then they are taken out again to be finished.

11595. They are sewn in the factory and taken out again to be finished?

Yes.

11596. Taken out again by the same people?

Yes.

11597. Why cannot they do the sewing; they have not got a machine, I suppose?

No; you see that the Army hands are quite a different class of men from any others. The probability is they have been Army hands for the whole of their lifetime.

11598. How long did it take you to carry out this contract you have spoken of?

It is weekly deliveries till February next, the end of January.

11599. When did it commence?

It will be 13 months round.

11600. And you give them out by dozens, do you?

Yes.

11601. Do you take any pains to see that the work is done by the men who take it out?

It is all very minutely examined going in and out again.

11602. That would only tell you whether the work is properly done?

All the men are on our books, and have been for a number of years; so we know they are first-class men. We only have first-class men.

11603. But the question is whether you take any means to ascertain that the work is done by those men to whom you give it?

Yes.

11604. What means?

We know that they are only done by that particular class; the work cannot be done by any other class of men; they are Army hands that do not work at any other work as a rule; it is a particular calling to themselves.

11605. Does not a man sometimes have more work given out to him than he can do?

He does not get any more work out till he has brought in the first dozen.

11606. You have no means of knowing, as far as I understand, that he does not give it out to others?

We know the majority of them as well as possible in the villages round; and it would not be any advantage for him to do that.

11607. Why not, if it can be done for him cheaper by somebody else. Your opinion is, however, that it is not done?

I am sure of it. They are fine craftsmen are the Army workers.

11608. Does the business belong to you?

Partly.

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Mr. WILKINS.

[Continued.]

11609. Who is your partner?

Mr. Denton.

11610. You and he are partners?

Yes.

11611. Is the contract made in your name or in Mr. Denton's name?

In the joint names.

11612. What is the name of the firm?

Wilkins and Denton.

11613. And you have capital sunk in the firm as well as Mr. Denton?

Yes.

11614. I suppose you manufacture a great number of boots besides Government boots?

Yes.

11615. I mean is your business principally Government contracts?

Yes.

11616. The outside work you do is comparatively small?

Very little.

11617. Is that carried on in the same way?

Very similarly.

11618. What difference would there be?

It is given out in the same way, and brought in by the dozen. There are more men that can do the other work than there are men that can do the Army work, because it requires a special apprenticeship for the Army work, and the other is not one that requires the same knowledge.

11619. Why does the Army work require a special apprenticeship?

The military authorities are so very particular in what they have, and it must be done by thoroughly efficient hands, or they would very soon spoil hundreds and hundreds of pounds' worth.

11620. Is there a great deal of difference, then, between the boot that you produce for the Army and a similar boot produced in the general trade?

Yes.

11621. The Army boot is very superior?

Yes, I think the boot our Army is shod with is one of the best in the world.

11622. What do you do if there is a sudden great demand, if an unusually large order comes upon you?

We should try and get more hands.

11623. Would you be able to get them?

Yes.

11624. What do the hands do now whom you would get in that case?

Other work, general boots and shoes.

11625. Are there a great many of these men who are capable of doing Army work, out of work?

No.

11626. Then I do not understand what you would do if there was a sudden demand for Army boots, and a very large contract?

We should be bound to get them made by other men if we could not get Army hands. The Army trade is a very exclusive one.

11627. Has it ever occurred to you to have a sudden demand for Army boots?

No.

The Witness is directed to withdraw.

Ordered, That this Committee be adjourned to Thursday next, Eleven o'clock.

Die Jovis, 15^o Novembris, 1888.

L O R D S P R E S E N T :

Viscount GORDON (*Earl of Aberdeen*).
Lord CLINTON.
Lord CLIFFORD OF CHUDLEIGH.
Lord FOXFORD (*Earl of Limerick*).

Lord KENRY (*Earl of Dunraven and Mount-Earl*).
Lord SANDHURST.
Lord MONKSWELL.
Lord THRING.

LORD KENRY (EARL OF DUNRAVEN AND MOUNT-EARL), IN THE CHAIR.

A. B. is called in ; and, having been sworn, is Examined, as follows :

11628. *Chairman.*] WHAT is your business?
Boot finisher.

11629. Are you employed by a knifer?
No.

11630. Are you an Englishman?
No ; born in Poland, Warsaw.

11631. Do you understand English thoroughly?
Yes.

11632. I do not clearly understand what your business is ; you say that you are not a knifer?
I am a master knifer.

11633. You employ finishers under you?
Yes.

11634. How many?
Three.

11635. Do you cut out the work yourself?
No.

11636. You knife the boots?
I knife them, and get them ready for the finishers.

11637. Who do you sell your goods to ; do you sell them to manufacturers or factors, or what?

I do not sell boots at all. I take them to finish at my house, and I employ men to finish them for me, and I knife the heels and edges.

11638. Do you know anything about what are called factors in the trade?
Yes.

11639. What are they?
Wholesale dealers.

11640. They are not manufacturers at all?
I have no dealings with any factors who buy of the manufacturers.

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A. B.

[Continued.]

11641. In your opinion do these factors have any effect on you at all?
I have only got to deal with the manufacturer who gives me the work out to finish for him.

11642. How long have you been in this business?
Twenty-eight years.

11643. Are you getting the same prices now from the manufacturers as you got 28 years ago?

No; 28 years ago the lowest price was 5 *d.*, from 5 *d.* up to 8 *d.*, for finishing a pair; and now it is come down to be from 2½ *d.* to 3½ *d.* a pair.

11644. That is about half what it was?
Yes.

11645. When did that fall in prices begin?
It came gradually.

11646. What is the reason for it?
Because the manufacturers undersell each other; and a certain price they must have for themselves, and so they try to get it out from us by getting us to finish it for less.

11647. It comes from competition amongst the manufacturers, in fact?
Yes.

11648. Do you think that that competition amongst the manufacturers is made worse by the competition of the factors?
Yes.

11649. It has been suggested before the Committee that these factors sell cheaper than the manufacturers do, and that the competition of these factors compels the manufacturers to keep cutting down the prices; do you think that is the case?
Yes.

11650. Do you know how long there have been any factors; were there any factors 28 years ago, when you began business, to your knowledge?

I do not know, because at that time I never did interfere much with those things, because having to work so many hours, when I had done my day's work, and was paid, I was satisfied.

11651. You do not know, in fact, whether there were factors then?
I do not know.

11652. What do you call yourself?
A master knifer; a master finisher; it is the same thing.

11653. Do many men in your branch of the business work themselves as you do?
Yes.

11654. Some of them employ knifers under them?
I know some who do.

11655. Who do not work themselves, but employ knifers?
They keep one, two, or three knifers, and are able to take out a large quantity of work out of the shops at any price, which I could not do, because I have got to do the knifing myself.

11656. Will you explain that; why is it that these masters who employ knifers under them can take the work out and do it cheaper than you can, who work yourself as a knifer?

Because it is much easier for them.

11657. Why is it?
If I get out a dozen pair of boots at 4 *s.* a dozen I have to pay half to my men; that is to say, 2 *s.*; that is clear money to them; and out of my half I have to find all the expenses, gas, fire, and ink, and all that is necessary for finishing,
besides

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A. B.

[Continued.]

besides losing time going to the shop to fetch the work home and taking it back to the shop, putting up with the insults of the foreman, and so on; that all comes out of my half, and that is the reason that I have to work so many hours; 18, and sometimes 20 hours; I am ashamed to say. You will find me the oldest Jewish finisher in the trade.

11658. You were explaining the difference between the way you work and the way these men who employ knifers under them work; will you go on and finish that explanation; why is it that these men who employ knifers can do the work cheaper than you can, who do the knifing yourself?

This man gives the knifer about 9 *d.* for a dozen, and you might reckon 3 *d.* for other expenses; then he has got a shilling clear without doing any hard work himself.

11659. As far as you are concerned you take, yourself, half the price, and half goes to the workman?

Yes.

11660. That is to say, for every piece of work that is done between you and one workman, you take half and he takes half?

Yes; but the workman has got his half money clear, and out of my half I have to find all the other expenses.

11661. You employ three men, you have told us?

Yes.

11662. Then the price is divided into two halves; one half goes to you for payment for your own work as a knifer, and for finding the materials, and so on, and with regard to the other half, how is that divided?

The workman who finishes them gets it.

11663. Those three men divide the other half between them?

If a man finishes a dozen of fourpenny work, each man gets his 2 *d.* clear.

11664. So that it makes no difference whether you are employing three men or six men, so far as the way it is divided goes?

No.

11665. Then in your case the price is divided, half to you and half to the workmen. Then you say that in the case of these men who employ knifers under them the price is divided; how?

The master pays to the knifer 9 *d.*, and the man who finishes the work gets 2 *s.* a dozen.

11666. What class of goods are you speaking of now?

Four shillings the dozen.

11667. Two shillings of which 4 *s.* goes to the finisher?

Yes.

11668. And out of the other 2 *s.*, you say, 9 *d.* goes to the knifer?

Yes.

11669. And 1 *s.* 3 *d.* to the master?

Threepence for grindery, and 1 *s.* for the master, clear.

11670. Still I do not see why that enables him to do work cheaper than you can?

Because he takes out a large quantity.

11671. Still I do not understand why these masters who employ knifers under them can finish boots cheaper than you can; you say it is because they take out a large quantity?

Because they take out a large quantity; and a knifer is able to knife nine dozen a day, and this master keeps on two knifers; and so this master has got about 18 *s.* clear over to himself without doing any hard work.

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[Continued.]

11672. That I understand ; but still I do not understand why he can do the work cheaper ; do you mean that he pays his knifers less than you get paid as a knifer ?

He keeps knifers to do the master's work.

11673. I should have thought that you, who do the knifing yourself, would be able to finish the boot cheaper than the man who employs knifers, and has to make a profit for himself into the bargain ; but you say that it is just the contrary ; that the man who makes a clear profit to himself and does no work for it, or very little, and pays his knifers, can make the goods cheaper than you can, who do the knifing yourself ; I cannot understand that at all ?

I cannot do so many knifing myself as his men can do, because they are all young men.

11674. What you mean is, that the man who employs knifers under him can do work cheaper than you can, because he does it on a larger scale ; does more of it ?

Yes.

11675. Why have you never employed knifers yourself ?

I have never tried.

11676. Why not ?

I never tried for it ; I could not get them.

11677. Do you mean that you would not have capital enough to start with ? It does not want any capital.

11678. Then why have you never done it ; if a man under those circumstances makes a profit and does very little work ?

I have tried for it.

11679. I understand you that you yourself work 15 and sometimes 18 hours a day ?

Yes.

11680. And that for that work of 15 or 18 hours a day you do not make any very great profit ; and you have just told us that the man who employs knifers under him does no work at all, except going backwards and forwards to the shop, and yet he makes a good profit ; that seems to me to be a much better way of doing business than your way of doing business. I asked you why you have not gone into that way of doing business ?

I have never tried to employ knifers.

11681. Why not ?

Because I could not get a sufficient quantity of work ?

11682. Have not most of these men who employ knifers under them been knifers themselves before ?

Yes.

11683. And how do they manage to get up into that branch of the trade ? I do not know.

11684. Do the prices vary very much at different times of the year ?

Yes, they change a halfpenny and a farthing a pair at a time.

11685. Are you working full time like this all the year round ?

When I have got sufficient work ; not in slack time.

11686. When is your slack time ?

In winter.

11687. How long does it last ?

The slack time begins at Bank Holiday, and lasts up till about March.

11688. Then you would be earning very little, I suppose, during that time ?

Yes.

11689. Do

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A. B.

[Continued.]

11689. Do you keep the same finishers on for any great length of time, or are you always changing them?

I do not change them.

11690. How long have you had the same man working for you?

I have got three men, and one of them has worked for me about five years, the next one about three years, and the third one only about a couple of months.

11691. What you complain of is, as I understand it, that the prices the manufacturers give you are not good enough?

Yes.

11692. And not nearly as good as they used to be?

No, they are not; and I complain also of the bad treatment of some of the foremen.

11693. What do you mean by bad treatment?

Where you have to pay for damage to boots which is not your fault; and taking fines for coming late; and making you pay a fine for a pair of boots if they are odd, tied together.

11694. How many do you work for, or from how many people do you get work?

Three firms.

11695. Three firms at present?

Yes.

11696. But you have worked, I suppose, during the 28 years for a great number?

Yes.

11697. How many do you think you have worked for in that time?

Three firms.

11698. Do you mean that you have never done any work except for three firms?

Three firms.

11699. Do you mean that you only work for three at a time, or that you have never worked for more than three?

I am working for three firms at a time, but I have worked for different firms at other times.

11700. How many foremen are there generally in one of the firms you work for; you just now complained of the way in which you were treated by some of the foremen?

By the foremen of some firms.

11701. Now will you explain how you get the work; do you go to the manufacturer to ask for work?

Yes.

11702. What do you do when you get there?

I got the work out to finish for him.

11703. But what do you do when you get to the manufacturer's place; how do you get the order; who do you ask for the order; how is it given to you?

By the foreman; first a sample pair to finish; one pair to finish as a sample.

11704. Who gives you that; the foreman?

The foreman.

11705. You have to go to ask the foreman if he has got any work for you to do?

Yes.

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A. B.

[*Continued.*]

11706. Then he gives you a sample of what he wants?

Yes.

11707. Then you take it home and make the finished pair of boots?

Yes.

11708. Then you take them back to the foreman?

Yes.

11709. And then he accepts them or rejects them?

He accepts them if they suit him.

11710. If they do not suit him he does not accept them, I suppose?

If they do not suit him he accepts them, but he does not put me on to work for him.

11711. What kind of orders do you generally get; how many dozens of boots?

I was talking of a single pair as a sample. If the single pair that is a sample suits him, he gives out a dozen or two dozen to go on with.

11712. When you have made up those two dozen, what do you do?

I take them down to the shop.

11713. To the same man?

To the same foreman.

11714. And he accepts them?

And he accepts them, and gives me a fresh lot out.

11715. Supposing he does not like them?

Then he returns them to me to have them re-finished.

11716. And supposing you think that that is unjust, cannot you appeal to the manufacturer?

Yes, I can; but some manufacturers do not interfere much, but leave it all to the foreman.

11717. What you say is, that the foreman is sometimes unjust?

Yes.

11718. That he fines you?

Fines me for coming late.

11719. What do you mean by "coming late"?

There are shop hours, a certain hour to be in the shop; if I come a little behind the time, then he fines me.

11720. You mean behind the time at which you ought to bring the goods?

Later.

11721. Later than the time you ought to bring the goods?

Yes.

11722. But why should he not fine you if you disobey the stipulations?

Sometimes they give out the work at night-time, so late, at seven o'clock in the evening, and want the work to be in in the morning at half-past eight. If I am up all night I might be half-an-hour later than I am ordered to be in; so he fines me, and does not give me work for a day or two.

11723. He punishes you for not doing what you say you cannot do?

Yes.

11724. Gives you the work so late at night that you cannot do it by the morning, and then fines you for not doing it by then?

Yes.

11725. Do you mean that the work is given to you late on purpose?

He depends on us to work late, and we must bring them in.

11726. But

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A. B.

[Continued.]

11726. But do you think that the foreman gives you out the order late at night on purpose that he may have an opportunity of fining you, because you do not bring them in in time?

No, not on purpose.

11727. Then besides fining you, you said the foremen were harsh in some other way; you spoke about damaged boots; what do you mean by that?

If he gives me work out, and the work is already damaged, we have no time to look after it in the shop, and when I take it back to the shop to him, even before I touch it, he says "You must pay for this; you have done it yourself."

11728. You mean the foreman gives you out the boots damaged?

Yes.

11729. And then he makes you pay for that?

Yes.

11730. Then why do you take them in that state?

I do not see them in the shop. I have no time to look them over till I get home; when I sit down to work and want to start knifing, then I find the damage out.

11731. Have you anything else to complain of with regard to the foreman?

I have got here three books of one firm; they contain fines for coming late.

11732. You want to prove by the books what you have stated to the Committee?

You can see the price of the work I have had all that time.

11733. I understand you want to prove by these books that what you have said is true?

Yes (*the books are handed in for inspection*).

11734. Have you anything else you wish to say on that point?

No, except about the bad treatment by the foreman of that firm.

11735. What is the bad treatment?

Fines.

11736. The same as you have just told us?

Yes. He wanted to stop my wages for 35 pairs of boots that I finished for him.

11737. What for?

For damage; something that was not my fault at all.

11738. It is the same sort of case as you have mentioned already?

Yes.

11739. Is all your work done by you in your own room?

Yes.

11740. How many rooms have you got?

Six.

11741. You do all the work in one room?

Yes, in one room.

11742. Not in the room you live in?

No.

11743. Should you have any objection to coming under the Factory Act if your room were registered as a workshop?

No objection at all if I could only get proper wages, so that I could get my living in 12 hours a day, and not have to work all the hours that I do work at present.

11744. You would like to get the hours limited?

Yes; and such wages that you could get a living by them.

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A. B.

[Continued.]

11745. Then, as I understand you, what you complain of altogether is, first of all, the prices that are paid by the manufacturers, which you say are much less than they used to be?

Yes.

11746. And secondly, the arbitrary way in which the foremen treat you when you go for orders?

Yes.

11747. I suppose you have no suggestions you wish to make as to what you think could be done?

What I wish to be done is, that we should not be allowed to work more than 12 hours a day, and that we should receive better wages from the manufacturers.

11748. Earl of *Aberdeen*.] You mentioned that sometimes you did not get the work out from the shop till half-past seven in the evening?

Yes.

11749. And what time in the morning are you expected to be at the shop with that work?

Half-past eight.

11750. To do the work during the night, in fact?

Yes.

11751. Did you complain to the foreman that it was too short a time?

Yes; but he would not allow me to speak at all, the foreman of the firm I have mentioned.

11752. A difficulty of that sort would depend a great deal upon the individual character of the foreman, I suppose?

Yes.

11753. Lord *Clifford of Chudleigh*.] What size is the room you work in?

It is big enough for me and my three men; about 12 feet square.

11754. Do you often have to work all night?

No. If I were able to work now I would, but I cannot do now what I have done before; I am getting old.

11755. So that if you have an order which has to be done during the night, you refuse to take it?

Yes.

11756. But when you were in the employment of this firm which used to give out that work in the night-time, did that occur often?

Only of a Thursday night.

11757. Many Thursday nights?

Nearly every Thursday, because they wanted the work in earlier on Friday on account of the Sabbath.

11758. Lord *Monkswell*.] I suppose the profits of the knifer depend on the number of men employed under him?

Yes.

11759. Therefore it is good for a knifer to be employed by a man who can give him plenty of work, and so enable him to employ plenty of persons under him?

Yes.

11760. And therefore a man who has a great deal of work, and can give a considerable number of knifers fixed employment under him, would probably be able to get his work done cheaper than the single knifer who has precarious work, sometimes has a great deal of work, and sometimes has little work?

Yes.

11761. *Chairman*.] I suppose you do not use any machinery, do you?

No.

11762. Is

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A. B.

[Continued.]

11762. Is not machinery largely used now?
Not for knifing.

11763. But for lasting?
I have got nothing to do with the lasting.

11764. You do not know anything about the use of machinery?
No.

The Witness is directed to withdraw.

C. D. is called in; and, having been sworn, is Examined, as follows:

11765. *Chairman.*] You are a laster, are you not?
Yes.

11766. Is not machinery used now in lasting?
Not in lasting. There is a machine that is made to be used for lasting, but that is not in force. I do not know of any manufacturer that uses a lasting machine; they mostly use a heeling machine.

11767. Is that the only thing that machinery is used for?
And machinery for sewing the boots; but what affects the laster mostly is the heeling machine.

11768. How does it affect the laster?
Because, take work paid 6 s. a dozen, with heels; where the manufacturer uses a heeling machine he would take half, 3 d. or 2½ d. a pair, for the heeling, which takes almost no time for the laster to do himself, and he does not get more work to make up his earnings without the heel than with the heel.

11769. The laster could earn more money before the use of the machinery?
Yes.

11770. Have you anything you would like to say as to the evidence which has just been given?

In reference to the finishing, do you mean?

11771. Yes?

Yes, I could explain with regard to the finishing.

11772. Could you explain at all why it is that, as it was stated by the last witness, the master sweater who employs one or two knifers under him, and a corresponding number of finishers, can do the work cheaper than a knifer who simply employs, say, three finishers under him?

Yes; one knifer can only keep three men at work; the master himself is supposed to knife the work; he can only take out sufficient work, if he knifes himself, for three men; but by employing knifers he gets a shilling a dozen clear profit; by employing knifers he can afford to take the work at a cheaper rate.

11773. Why?

Because he gets a clear profit, without doing any work himself, out of the knifer; he gets a profit out of the knifer's labour.

11774. How many finishers can one man knife for?
Three.

11775. Not more than three?
No, not more than three.

11776. And you say that a man employing, say, two knifers and six finishers, can do work cheaper than a man knifing for himself and employing three finishers?

Yes. He knifes himself; although the knifers work, he knifes himself also.

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C. D.

[*Continued.*

11777. He does knife, does he?

Yes; therefore he can employ nine finishers.

11778. Does the cheapness go on increasing in proportion to the number of knifers employed?

Yes. When a foreman allows for a certain class of goods a certain price, at which it is almost impossible for the knifer who works himself to do it, one of these knifers will come in and say, "Well, if you will give me a lot I will do them at that price;" and he can do it, because he can get such a profit out of his knifers that it does not affect him much.

11779. Then a knifer, I suppose, working under a master does not make as good a profit himself as if he were knifing on his own account?

No; after being employed by these masters these knifers start themselves a little later on, and they take the work at a cheap rate.

11780. Do you mean that a man who employs three knifers under him can do the work cheaper than a man who employs two?

Yes.

11781. The larger the business the cheaper the production?

The more knifers he employs the cheaper he can make the goods.

11782. Are you in constant work all the year round?

I work inside a firm; I am in the firm all the year round; but during the slack time we have to wait a few hours every day.

11783. Are you working in a factory?

Inside a factory.

11784. Who employ a number of hands?

Who employ a number of hands.

11785. And what do you expect; what do you look forward to rising to; do you look forward to setting up as a knifer yourself?

No; I am a laster who makes the boots previous to the finisher getting them.

11786. Can you get up any higher in the trade than the position you occupy now?

The way we are crushed down with our rate of wages we can only get a bare living; if we were to get higher wages we could put by and look forward to a future; but as the wages are at present there is no dependence on a future.

11787. You mean that the wages are going down?

Yes, the wages are going down.

11788. Is that owing to great competition?

Great competition and so many sweaters, as I may term them, taking work out under price, as I mentioned; taking work out at a lower price, and working a couple of hours a day later to make up their earnings.

11789. Lord *Thring*.] What I understand from you is this, that if you could limit the hours of labour throughout the trade, that would bring up prices, in your opinion?

In my opinion, if they were to limit the hours in the trade, and all people had to work in a warehouse, and they paid them a higher rate of wages, so that they could get a living in those hours, that would certainly make the trade a great deal better.

11790. You wish to put a stop to working at home?

I wish to put a stop to working more than 12 hours a day.

11791. And at the same time you wish that the law should provide that the same payment should be made for 12 hours a day as for 14?

A higher wage for their goods, so that a man can earn his living within reasonable hours, 12 hours a day, instead of having to work 18 and 20 hours a day, and then barely getting a living.

11792. The

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C. D.

[Continued]

11792. The competition is so keen now that men are content to work these excessive hours in order to get a living?

Yes.

11793. And you think that by limiting the hours they would be able to get the same living with less work?

They would be able to get a living with a little higher wage if you provided a reasonable wage.

11794. How would you bring about that reasonable wage?

Instead of one manufacturer trying to lower the other that they should raise the price of goods, and people should pay a trifle more for their goods, so that the workman who makes the goods should be able to gain a fair living.

11795. Are you in a trade union?

No.

11796. Do you think that a trades union would effect what you wish, supposing you could make one?

The trades union is in the workmen's favour.

11797. But you have not got a trades union, if I understand you rightly?

We have a trades union, a society for mechanics; a lasters and finishers society.

11798. I have no wish to ask you about trades unions, if you would rather not answer the question; do you object to answer questions about trade unions?

Not at all.

11799. *Chairman.*] Your employer does not object to union men working for him?

I do not think he would object.

11800. Lord *Thring.*] Why do you not belong to a trade union?

Because out of the wages that I earn at present I cannot afford it.

11801. You cannot afford the payment to the union?

I cannot afford the payment to the union; I intend belonging to it.

11802. And then you think that it may raise your wages?

I hope it will.

11803. Lord *Clinton.*] The master knifer who works for himself losses time of course in looking for work, does he not?

Yes.

11804. I suppose while he is looking for work the finishers are idle?

He has to get up a few hours earlier in the morning to knife their work, so that they can get on with the work while he is away looking for more work.

11805. And if he does not get it before they have finished that work they are idle?

Yes.

11806. Is not that one reason why a master knifer who works for himself cannot make as good a profit as a man who does not work?

Yes, the latter gets a profit out of the knifers who work for him.

11807. Supposing the price is 4 s. a dozen for boots; a master who does not knife himself gets what; 2 s. out of the 4 s.?

One shilling.

11808. And the knifers and finishers get the 3 s.; is that it?

Yes.

11809. Then he has to supply the room, and light, and grindery, and all that out of the 1 s., has he not?

No, he has not to supply it out of the 1 s.

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[Continued.]

11810 He gets 2 s., does he not, for the knifing?

Yes

11811. And supplies room, light, and grindery, and gets 1 s. for himself, you say?

Yes.

11812. And his finishers get the other 2 s.?

Yes, his finisher gets 2 s.; his knifer 9 d.; there is 3 d. for grindery left, and 1 s. clear for himself.

11813. The knifer who works for himself gets 2 s. in the same way, and he has to supply the grinders?

Yes, and go to the shop.

11814. What does he make out of the 4 s. clear?

He makes no profit, and only gets paid you may say for his labour, which is not so much; he has to work for his 2 s. harder than the men.

11815. But supplying the room, the gas, and the grindery, does not cost him any more than it costs a man who does not work himself; what would the room and light and grindery cost him?

It would cost the master knifer about 15 s. a week for his workshop and expenses.

11816. Does it cost him any more than it costs the man who does not work himself?

The master knifer has got a knife to work himself, and also finds all expenses and also goes to the warehouse.

11817. But so does the man who does not work himself?

Yes.

11818. And all expenses are the same to him as they are to the man who works himself?

Yes, but he gets 1 s. clear; I reckon all that in the 3 d.

11819. Earl of *Limerick*.] I understand from you (I should like to know whether I am right) that what you complain of as regards the work that is taken to be done at home, is that the hours being unlimited they are able to work at a very low rate of wages; is that it?

Yes.

11820. And, therefore, that they compete with those who work in the factory for certain fixed hours of labour, and bring down the price of their labour?

Yes; you see the manufacturer will offer them goods at a certain wage lower than what they have previously been getting.

11821. Because they can work an unrestricted number of hours?

Yes.

11822. And does the price being lowered in that way also affect the prices paid to those working in the factory.

Yes.

11823. It brings down the wages of those that work in the factory, where the hours of labour are restricted?

Yes.

11824. And therefore you think that if the hours of labour were restricted outside as well as inside the factory, the prices could not be so low?

Yes, they could not be so low.

11825. Because they would not be able to make sufficient in the restricted hours to live on?

Yes, that is my idea; it affects the indoor workmen in this way: they get the work made cheaper out of doors; the men take them out of doors for a cheaper wage; then the indoor men must receive the same, or else not get the work which will go out doors.

12826. Lord

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[Continued.]

11826. Lord Clifford of Chudleigh.] If you had restricted hours of work how would you prevent people working out of hours in their own homes after they left the factory?

There must be a factory inspector, which there is I think under the Factory Act, to call round now and then to see that the men do not work after certain hours.

11827. But a man leaves the factory at a fixed hour and goes home and we will suppose makes boots at home; how would you prevent that?

By the factory inspector being round now and then on the watch.

11828. Going to every house?

Going to every house, or coming unexpected; and that they should have to pay a certain fine if they were caught in the act.

11829. Chairman.] Do you consider the present a busy time of the year in your trade?

Slack

11830. What are you earning now?

Now I earn about 15 s., or 18 s. a week.

11831. What do you earn in the busy time?

Twenty-five shillings to 30 s.

11832. That busy time lasts how long?

About six months.

11833. Would that be a fair average; for six months 25 s. to 30 s. a week for six months 15 s. or 18 s. a week?

Yes.

11834. That would be a usual thing?

The average of a pound a week during the year.

11835. Were you earning more five years ago?

Yes.

11836. And five years before that?

The wages were better still.

11837. And they have been steadily going down?

Yes.

11838. And are the hours of work getting longer and longer, or do they remain the same?

In the factory they remain the same; but out of doors they are obliged to work longer hours to get a living.

11839. How long do you work in the factory?

From eight till eight.

11840. As I understand you, you think that the hours of labour outside ought to be limited to 12 hours?

Yes; and one fixed statement to be placed right through the trade, that one manufacturer should not pay less for certain classes of goods than the others, a uniform statement.

11841. You think there ought to be a statement of prices?

Yes.

11842. In many trades they have a statement of prices; how is it that there is none in the boot trade?

That I cannot understand; they are trying to get up a uniform statement for London at the present time.

11843. Who are trying?

The manufacturers are trying.

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[Continued.]

11844. The men and the manufacturers, do you mean?

The manufacturers themselves are trying to get a uniform statement.

11845. You say you belong to no union; is there any union for the lasters? Yes.

11846. Are there different unions for different classes of the boot trade? There is a union for lasters and finishers combined.

11847. Is that the only union there is? The only one that I know of.

11848. Do not you think that everything that you wish could be gained if the union were strong enough, if the men combined sufficiently?

If all men, right through the trade were to join the union, then the union could have one fixed statement, so that one should not work under the statement: that would be better, if all were to cling together.

11849. Do you know whether there are many fresh hands constantly coming into the trade?

Yes, there are constantly fresh hands coming into the trade, but not so many as there have been five years back.

11850. If I understand you about these master knifers, what you say is this: that the knifer who does all the knifing himself and employs three finishers, gets a profit of half the price, say 2 s. out of 4 s. boots, which is a reasonable or low wage for the work he has to do; but that the master knifer who employs knifers under him, and knifes himself, also gets a profit out of the work he does himself, and in addition gets a profit out of the knifers he employs?

Yes.

11851. The former witness spoke of the master knifer as doing no work at all except going to the factory to take the work out, and take it back again, and you spoke of him as knifing himself also?

There are some that do not knife at all, but simply go backwards and forwards to the warehouse to get the work, and there are others who employ knifers, and knife themselves also.

The Witness is directed to withdraw.

MR. WILLIAM MADDY, is called in; and, having been sworn, is Examined, as follows:

11852. *Chairman.*] You are a foreman, are you not? Yes.

11853. In a manufacturer's house? Yes.

11854. Could you explain to the Committee how the work is given out to the master knifers or others who do it?

The work is given out in the morning in three dozens, and in six dozens, to workmen who take it away and bring it in finished the next morning. One man alone, namely, the master knifer, takes the work out, and the next morning brings it in, the three dozens or the six dozens, with the prices filled in a book by the clerk.

11855. We were told that the knifer first of all has to call upon the foreman to know if he has got any work, and he is then given a sample?

That is so in the different seasons when we make our samples, which is four times a year; that is the only time they have the samples to make. They make them and then they have to come to me, and according as they suit me I give them the work. The man that does the work the best has it.

11856. Then

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Mr. MADDY.

[Continued.]

11856. Then they bring the work back finished ?

They bring the work back finished the next morning. If a man turns out six dozen of goods for me I have to see that they are done properly, as a practical workman.

11857. Do you inspect them yourself ?

Yes, I and an assistant I have ; and if they are not done properly for the prices we pay, I reject them. If they are damaged in any way they have to be paid for by the workman. Before they go to the workman they are examined by me and another taker-in, who looks through the work, and if they are cut when they bring the work in, that is seen at the wicket, and they have to pay for them. It is done a great deal by the foreign workmen, by the American tools that they use, especially in the light fabrics in lasting goods.

11858. You say that you look over these boots before you send them out to see that they are in good condition ?

Yes.

11859. And another man, you said, assists you ; who is the other man ?

He is the head foreman of the establishment ; I am a foreman ; the taker-in ; the man that takes the work in is the foreman. The work is brought in, in the morning or the evening, by the finisher, and given to those who are termed takers-in or foremen.

11860. You give out, say, six or eight dozen boots ?

Sometimes six dozen or four dozen, according to how many the man can do in a day.

11861. That may be in the evening, may it not ?

We shop in the morning from eight till 11, and we never keep the men more than an hour-and-a-half.

11862. Supposing a man gets six dozen boots to do at seven in the evening, and has to send them back by the next morning, would you have time to inspect them and see that they were not damaged ?

I should not do that. If he did bring them back to me, and they had an error, I should not make him pay for that ; we do not do such things as that.

11863. What you said just now, as I understood you, was, that the man himself would have an opportunity of seeing if the goods were not damaged before he took them out. I want to get at this : Whether, if the man got an order given him in the evening, and had to bring the boots back in the morning, he would have time to see that the goods were in good condition ?

He would look at them when he got home, and if he brought them back before we closed, we would look at them, and I should be able to tell whether it was his fault or not, and we should not make him pay for them ; if it was not I should know if it was the fault of the tools he used. If it was the fault of the laster we should not make him pay for the boots.

11864. You say the damage is done by the use of American tools ?

Yes.

11865. Who has to pay for that damage ?

The man that takes the work out, the finisher ; if the work is damaged by the finisher, by the use of his American tools in his work, he has to pay for it. So they do in every business.

11866. What do you do ; do you return the goods to them to be done over again if they are damaged ?

If they are damaged they pay for them at the cost price.

11867. If a man brings you in six dozen boots, and out of these six dozen you find a certain number damaged, do you fine him, or do you make him make the work good ?

We fine no one ; we mak him pay for them, supposing for instance that six pair out of 72 were cut by the carelessness of these finishers, we should charge

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Mr. MADDY.

[Continued.]

the man the cost price, and he could have the six pair of boots for, say, 18 s. and pay back 1 s. or 2 s. a week to my employer.

11868. He pays back the value of the spoilt goods ?

Yes.

11869. What does he do with them ?

Do what he likes with them, sells them perhaps.

11870. Have you any idea what kind of people buy them ?

Perhaps he uses them for his wife or children.

11871. You said he sells them ?

He has a right to do so.

11872. Do you think he does ?

I cannot say ; I suppose he does.

11873. You have no idea to whom ?

Perhaps to his friends, or to his wife and children.

11874. What is the proportion of the goods spoilt owing to these American tools ?

I should think something like two or three pounds worth a week, or five sometimes.

11875. What per-centage is spoilt ?

Say about $2\frac{1}{2}$ per cent.

11876. So that there would be, in your opinion, $2\frac{1}{2}$ per cent. of the total quantity of these class of goods that would be spoilt and thrown upon the market ?

They would be spoilt if it was not carefully looked after by myself.

11877. But according to you $2\frac{1}{2}$ per cent. are actually spoilt ?

By the inferior workmen using these tools.

11878. And these $2\frac{1}{2}$ per cent. become the property of the workmen, and they have to sell them ?

They have to pay for that.

11879. So that there would be a considerable quantity of damaged goods put upon the market somewhere ?

If they damage the goods this week, say, I discharge those men, if I find that they keep damaging the boots.

11880. You say that $2\frac{1}{2}$ per cent. are damaged ; and that $2\frac{1}{2}$ per cent. of the total amount produced must be put upon the market somehow and sold to somebody at a very cheap rate ?

They are damaged by the inferior workmen.

11881. Do you find the knifers attending late or sending in their goods late ?

No.

11882. Do you know whether that is customary in the trade ?

It is in some houses in London.

11883. I suppose the foreman, if he chose, could exercise a great deal of favouritism and could exercise considerable harshness ?

Yes, it is all according. I show no favouritism to anybody myself.

11884. But a foreman could if he chose ?

Yes.

11885. He has practically got arbitrary power to accept or reject the goods, or say that they have been damaged by the fault of the workman, or anything that he likes ?

Yes. I have full powers to act in that respect.

11886. And

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Mr. MADDY.

[Continued.]

11886. And there is no check upon the foreman?

The manufacturer, my employer, they have an appeal to him. If I reject the goods they can see my employer.

11887. Does that often occur?

Not very often with regard to me, because I treat my workpeople properly.

11888. The house you work for is Messrs. Lion and Lion, is it not?

Yes, 32, Chiswell-street.

11889. What is the class of goods you have to deal with?

All classes.

11890. Earl of *Limerick*.] You said, I think, that the course of business was to give out the boots in three dozens and six dozens each morning?

Yes.

11891. Does it ever happen that owing to pressure of business, or any other reason, you give them out of a night?

Sometimes we give them out at night.

11892. But is it usual to give them out at night?

No, only for a certain class of thing. I will explain. In the morning we take in the common class of work, and give it out; in the evening, from five to seven, we give out a better class of work to the English finishers, and the foreign ones as well. Those men that we give out work to at six o'clock to-night bring it back to-morrow night.

11893. Do they know, as a rule, at what hour their class of goods would be given out, or are they kept waiting about till they are given out?

No, they know their proper shop time, nine till eleven and five till seven, for the different classes of men; they come at five, and get away at half-past six. One man might want three dozen, and another 12 pairs, all according to the class of work that I give out.

11894. A man would know, would he, whether he had to come for his work in the morning or in the evening?

Decidedly.

11895. Would it often happen that a man getting work given out in the evening would be required to return it the next morning?

Not very often; that would be only a few pairs for a special line; perhaps for a shipping order to send abroad.

11896. But the ordinary custom is, if work is given out at night, to have it returned the next evening?

Yes, the next evening.

11897. Lord *Monkswell*.] Have you full power to dismiss any workman?

Yes.

11898. Has he an appeal to your employer?

Yes; and if my employer thinks that I have done wrong he reinstates him.

11899. Earl of *Aberdeen*.] With regard to the spoilt boots; is there a fixed scale of price that the workman has to pay for them?

The cost price.

11900. What is the depreciation in price if the boots are spoilt?

There would be no depreciation whatever, because the boots would be given to them in good condition; they would not lose their wages, but be less their wages. Supposing I gave them 5 *d.* for finishing that pair, and the work was worth 4 *s.*, they would have to pay 3 *s.* 7 *d.*

11901. You went through the various stages of work in the trade, I suppose, before you became foreman?

Yes, I have been in different towns in England, and have worked abroad as well in every branch this last 28 years.

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[Continued.]

11902. How long have you been foreman?

I have been 4½ years a foreman in my present position, and in three English factories as well; two in the East End of London and one in Northampton.

11903. Lord *Thring*.] Do you know of any instances in which a large number, say three dozen or four dozen, of boots were given out at night to be brought back the next morning?

I heard so in other firms; that they have to be done so in some firms, but that is not the case with us.

11904. But you would agree that it would be a great hardship on the workman to make him work all night?

You see the foreigners will work of a night; they have to get these things ready; sometimes the knifers of an evening might work two or three hours to get them ready for the next morning for the finishers to finish, and then they stand idle while they finish them. It is subdivided labour. None of those workmen can take a boot and finish it right through like an Englishman.

11905. *Chairman*.] You say that none of these men could complete the boots like an Englishman, doing the whole work?

No. I do not suppose in Whitechapel there are six men who could finish a boot from beginning to end; they merely do a part.

11906. You mean that that class of the trade is entirely in the hands of the foreigners?

Yes, an Englishman would not do it if he had the chance, not in the summer-time.

11907. Within your recollection was that trade ever in the hands of Englishmen?

Not in my recollection. Some 20 years ago we did not make this class of boot at all; we made the hand-sewn work, a different class altogether. It is only in the last 12 or 15 years that this class of work has cropped up; the system of work by advanced machinery introduced by the Americans, and the Germans from Westphalia, in our trade; and the consequence is, we have to work on a different system.

11908. That class of goods, the cheapest kind of goods, has never been made by Englishmen, as I understand you?

Very few; only by the advanced machinery and continental competition undermining our market, we have to make the goods cheaper than we did 20 years ago, when we did not have the German or Swiss competition, because they have more advanced machinery there than we have. I have seen the latest improved machine brought to England in Kettering.

11909. Where do they come from?

From Westphalia.

11910. Have you ever worked in Westphalia?

No, only in Amiens in France; not in Germany.

11911. What branch of the trade did you begin in?

It was in the hand-sewn trade, when there were no riveted boots or machine-sewn made; during the time from 1858 to 1861.

11912. Were you apprenticed to the trade?

I served seven years.

11913. And what after that?

I went through the clicking. I have been in the cutting and designing. I worked my way up.

11914. Was that in London?

Yes.

11915. In the East End?

Yes.

11916. In

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11916. In those days was there a large quantity of hand sewn-boots made in the East End?

All hand-sewn. The first machine I believe came into the East End in 1866, and that was the introduction of the machine-sewn; an American invention.

11917. That work was done by Englishmen?

All done by Englishmen; all hand-sewn.

11918. What has become of all those people?

Those men have nearly all died out, gone, and they have not taught anyone that particular trade. That trade to-day is the best trade in England for earning money.

11919. You say that up to 1866 the trade was all hand-sewn?

All hand-sewn.

11920. And, therefore, the people engaged in it were English?

All English.

11921. In the East End?

In every part, Northampton, Norwich, and everywhere else.

11922. And since then machinery has been introduced, and you say that the cheap kind of boots is entirely in the hands of foreigners, and the Englishmen do not work at it at all?

Very few indeed.

11923. I want to know what has become of all the English boot-makers who were engaged in the trade up to 1866?

That is 22 years ago; they would be men about 40 then, and they would be 60 or 70 at the present time. Those men that are left are in first class employment, and the others have died. But it is a hard thing to get men to make hand-sewn boots; you cannot get them, there are none to be found.

11924. You say there was no foreign competition in those days?

There was no foreign competition 20 years ago; they did not import 200 dozen of boots into England; I do not know whether they imported any at that time.

11925. Do you think that foreign competition has cut down the prices very much?

Most decidedly; and to compete with that successfully we have a hard time of it. We cannot pay the exorbitant wages that an Englishman can command.

11926. When you were speaking of the hand-sewn boots made before 1866; were those bespoke goods?

All classes of goods were then hand-sewn, from 1860 to 1866.

11927. The commonest kind in the wholesale market?

Everything; army work and everything else was made hand-sewn.

11928. Are these machine-made boots a good class of goods; are they as good as the hand-sewn were?

They will wear just as well as long as good leather is used, and they are very much cheaper for the working classes.

11929. They are very much cheaper and are as good an article?

Yes; in fact sometimes I have known them to wear longer.

11930. You have worked in several English towns?

Yes.

11931. Earl of *Limerick*.] The labour being more unskilled has brought down the price?

Yes.

11932. *Chairman*.] And you worked at Amiens?

Yes, in France.

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[Continued.]

11933. What were you doing there ?

I was at a shoemaker's.

11934. In what capacity were you employed there ?

I was a journeyman.

11935. Were there many English there ?

Only two ; I worked very long hours, too, in France.

11936. What kind of hours ?

Sixteen hours.

11937. Sixteen hours, as a rule, do you mean ?

Yes.

11938. And what rate of pay did you get ?

Forty-two francs.

11939. And did you work 16 hours all the year round ?

Yes ; and in England I could earn 60 francs.

11940. How long were you in France ?

Six months.

11941. What did you stay in France for if you could earn more in England ?

To see the way they did the work, and to improve myself, so that I could get a better position.

11942. Did you work on Sunday ?

No, I would not work on Sunday.

11943. Did the Frenchmen work on Sunday ?

Yes ; in all the factories in France they work on Sunday.

11944. Lord *Clinton*.] Would you have earned more if you had worked on Sunday ?

Yes, another half-day ; they do not compel you to go to church.

11945. *Chairman*.] The principal cause, in your opinion, of the cheapness of these goods is the foreign competition ?

Yes.

11946. And they can be made cheaper mainly on account of the introduction of American machinery, which enables very cheap labour to be used ?

Yes. They have far better machinery abroad, in America, and Switzerland, than we have, because Englishmen are opposed to advanced machinery ; they strike against it and have done so in the past, and they oppose it to the present day.

11947. The Englishmen do not engage in this manufacture, you say ?

There is as much machinery now used in the better class work as there is in the commoner class, beeling machines, lasting machines.

11948. Do you know anything of the way in which these "greeners," as they have been called, live ?

Yes, I am very well acquainted how they live.

11949. Do you think that Englishmen could exist and make a living under the same circumstances, working the same hours and living in the same way ?

It is their own fault that they are in that position. They are earning as good wages as the majority of Englishmen are.

11950. But there are no Englishmen in that trade I understand ?

As the majority of Englishmen in the best class I mean.

11951. Do you mean that this unskilled labour earns as good wages as skilled labour in the better class of the trade ?

As the majority of workmen, and more money.

11952. Will

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11952. Will you explain that ?

I have had some workpeople's books this last three months in my possession to show the wages.

11953. We will look at those presently. Do you know whether many of the small manufacturers, knifers that work for you, live at a distance from the factory they work for ?

It would not be more than a quarter of an hour's walk for anyone that is employed by our firm.

11954. How do you manage in slack times with regard to giving out work ; do you give it out, first come, first served ?

No, we equalise it. If we had 25 dozen, and there were 25 men, we should give a dozen to each man ; we make no favouritism at all.

11955. Do you generally employ the same men ?

All the year round ; in fact the men we have in our firm now have been there some of them for 20 years.

11956. Can you tell us how many you employ : English and foreign about 200.

11957. You do not manufacture in the factory at all ?
There are no factories in London.

11958. I mean your work is all made outside ?
Not all ; we have about 100 men lasters inside ; Englishmen.

11959. But the knifing and finishing is given out ?
The knifing and finishing is all given out.

11960. Do you know anything about what they call the factors ?
Yes.

11961. What is a factor.

A man who buys manufactured goods made by small manufacturers who have saved up perhaps a few pounds, and supply these factors ; they buy from them at the end of the week when they know that they are hard up.

11962. Then the factor is a kind of agent ?
Yes, an agent.

11963. Who buys boots and sells them again ?
Yes, buys them from very small manufacturers.

11964. And to whom does he sell them ?
Sends his travellers out and sells them all over the country.

11965. Does he sell them in the trade, to you, for instance ?
My employer does not buy, but manufactures himself.

11966. But do not some manufacturers buy of the factors ?
Yes, a great many, in London, and that is a greater evil than the other.

11967. In what way ?

Many of the men make up 200 or 300 pairs of boots ; then the man goes to the factor, and the factor, knowing that he wants money, offers him 6 *d.* a dozen below their value, and he knows very well that this man is obliged to let them go, and he buys them ; and some of the factors supply them with leather as well. For instance, if I were a factor, if I give a man six dozen, he has to take leather from me ; half leather and half money. He gets perhaps 25 per cent. profit ; he is able to undermine a manufacturer paying good wages on the market and sending out goods. At the same time these small manufacturers eventually become bankrupt ; every day you notice some of them among the bankrupts.

11968. What do you call a small manufacturer, such a man as a factor would buy from ?

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[Continued.]

Suppose I have saved 50 *l.* or 100 *l.* and started in business, and employ five or six hands, that is a small manufacturer. In his own room, perhaps in his private house.

11969. Would you put out your work to be finished outside?
Yes.

11970. The small manufacturer, you mean, would give it all out to be finished?
Yes.

11971. And those are the men you say who get into the hands of the factors?
Most decidedly; they hold them. There are something like 280 small manufacturers in the East End of London that supply these factors, 280 to 300.

11972. And that cuts down the prices?
Most decidedly.

11973. Do they sell entirely to the factor or only what they cannot dispose of otherwise?

Some of them only supply the factors, and some sell to the retail houses; when they get more capital they supply the retail shops.

11974. Now we have had it in evidence that these "greener" work for a certain time for nothing in order to learn the trade; is that the case?
Yes.

11975. And then they begin gradually to earn a wage; and you were saying just now that they earn as good a wage as anybody else?
When they become proficient.

11976. How long is that?

I have no doubt when a "greener" comes from Russia, or from any other part, if he was an intelligent man, he could learn finishing, or a certain branch of it, in something like three months.

11977. Do you mean to say that in three months one of these Russians or Poles who have come before the Committee would be able to earn as good wages as an Englishman who is a skilled workman?

Not in three months.

11978. In six months?
No.

11979. In a year?
Some would be able to do so.

11980. What would be the average earnings of these people?
From 25 *s.* to 30 *s.* a week; that is for finishing.

11981. All the year round?
Yes, pretty well all the year round.

11982. In the lowest class of goods?
Yes.

11983. Is finishing paid better than any other branch?
No; knifing is the best paying branch.

11984. And then what comes next?
That is all that is done to the boot. There is the lasting; of course that is another branch altogether.

11985. How is the lasting paid in comparison?
The lasting, I think, is about the same; I think better paid for than the finishing.

11986. In your opinion 25 *s.* a week all the year round is an average wage for lasters and finishers, Jews, or Christians, or whatever they may be?

Yes

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[Continued.]

Yes; and I am giving much below the average of the laster if he is a good tradesman; there are many at about 7 s. a day; I put it at 25 s. a week, which is much below.

11987. How do you come to know this?

I have been foreman and manager to three English manufacturers.

11988. You would only know from that the wages paid in the factory for the lasting?

I know the wages paid for the whole of the work.

11989. What have you to do with the wages that the knifer, who does the work for you, pays his finishers?

He has nothing to do with me; only I know the prices.

11990. How do you know the prices?

Because I have been to their places and got the evidence, and have their books in my possession.

11991. You mean you have made inquiries yourself?

Yes, I have made inquiries.

11992. Have you got those books with you?

Yes; they are in rather a dilapidated condition; I took them from a finisher's shop last night (*handing in some books and explaining them*).

11993. Do you know what the highest rate in these books is; I think it is 2 l. 3 s. 2 d., as far as I can see?

Yes, I think it is 2 l. 2 s. or 2 l. 3 s.

11994. I think, when you were explaining these books, you said, this is the only man in Whitechapel who keeps books?

The only one that I know of; I know a good many, and he is the only one I know who does.

11995. And who are they kept by, the knifer?

Sometimes the men themselves keep their own books.

11996. But these books that you have produced?

Those books are kept by the knifer, or the knifer's son, a lad.

11997. They are all in the same handwriting I notice?

Yes, the knifer's son, a lad about 15 or 16 years of age.

11998. And they are not receipted by the finishers?

No, we never obtain a receipt from the workmen.

11999. What evidence is there to show that they are correct?

By the addresses there; you can refer to the men themselves; I can give you their names and addresses; they could not come with me to-day.

12000. I am not assuming that they are not correct; I am only saying that, as far as the books are concerned, they are all kept by the son of the knifer, and the finishers have not receipted them, so that they might or might not be correct?

I should very much like you to correspond with them; I will give you their private addresses and their names.

12001. Do you think the prices you have mentioned are a fair average for the trade?

Yes.

12002. For good workmen?

Yes, for good workmen; of course some are slow and cannot do as much work as others: some are more proficient workmen; some men can earn 10 s. a day, some only 4 s.; but the average is what I have given you before.

12003. And the lasters are paid as well you say?

Yes, a shade better.

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[Continued.]

12004. And the knifer better again ?
The knifer better still.

12005. I gather from you that you think that, taking it all round, they earn fair wages ?
Most decidedly.

12006. That there is no complaint on that score ?
No, not for the class of work that is done.

12007. But you say that the same wages are earned by these men as in the higher class of work ?
Sometimes they earned more in the commoner class of work than in the better class of work.

12008. We have been told that wages have had a tendency to go down for the last 10 or 15 years ; is that the case ?

I have not noticed it. In the firm I am employed in at the present time we have made advances in the last four years. This last two years we have increased our wages.

12009. Do you suppose there is much variation in the prices of the trade, or does the same price extend all through the trade ?
There are great variations in prices.

12010. According to the skill of the workmen ?
Yes, and according to the town where you work. Northampton pays differently from London.

12011. I am talking of London ?
There are different rates of wages in London.

12012. What causes the difference ?
According to the class of workmen and the work that is manufactured.

12013. Is there no class worse paid than this you have been speaking of ?
Several firms do worse work than that

12014. And pay worse wages ?
Yes ; six or seven

12015. The wages you have given to us are what you call fair wages ; that is to say, that some firms do not pay so much ?
Six or seven do not.

12016. Only six or seven ?
I mean six or seven manufacturers of that particular class of work.

12017. Earl of *Limerick*.] You are excluding, I suppose, small manufacturers ?

Yes, I am speaking of large manufacturers. A great many of the small masters pay very bad wages indeed.

12018. *Chairman*.] Of these small manufacturers you said there were 200 or 300 in Whitechapel ?

Whitechapel and Hackney, and the East-end and round Old Ford way.

12019. Would they pay the same rate of wages you have mentioned ?
Some of them do, and some of them do not.

12020. What do you suppose would be the average they would pay ?
About 3 *d.* or 5 *d.*, according to the class of work they manufacture.

12021. What would their finishers earn ?
I could not say what their finishers earn.

12022. Your experience is confined to your own firm, or similar firms ?
I have an experience of the whole of the firms, but I cannot quote the wages exactly ; the wages would be the same.

12023. Do

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[Continued.]

12023. Do you mean that these small manufacturers, who you say are so pressed, that they are obliged to sell their goods to the factors at any price that they can get for them, are paying their finishers, the lowest class of men they employ, an average of 25 s. or 30 s. a week all the year round?

Yes, I do think they pay from 25 s. to 30 s. a week.

12024. Then, in your opinion, all that we have heard about the low wages that men are paid, owing to competition, is not the case?

It is not true.

12025. Lord *Thring*.] Then with regard to the evidence we had as to the lowness of wages, do you suppose that the explanation is that persons come forward and tell us what is not true, or that they are exceptionally badly off?

I think myself some of that evidence is untrue. It must be only because they want to get more money in order to save it, especially amongst the "greeners", if they had 4 l. a week they would not spend above 2 s. or 3 s.; they would keep it in the bank and live in those hovels.

12026. But you consider the evidence they have given the Committee absolutely untrue?

I consider that it is false.

12027. Earl of *Limerick*.] But do you consider that there is a class below what you called the average workmen, a class of unskilled men who get less?

There is a class of persons who, when they first come over, know nothing whatever of the shoemaking, and for the first three or four months till they have learnt, they are, no doubt, very badly off, as they have no means of living without they bring money with them from their friends.

12028. But do you think that all of them afterwards are able to get work; that there is sufficient work afterwards for all those who enter the country, and commence as "greeners"?

I think we are rather over-flooded with them, but I do not think that there are many out of employment at the present time. I do not know whether there are any more coming in or not.

12029. You do not think that there are such a number of these men coming in that after they get a certain amount of knowledge they find a difficulty in getting sufficient work, and that that tends to bring down the wages?

I do not think they bring down the prices. We give an Englishman the same wages as we should a foreigner.

12030. But has the fact of the foreign workmen coming in brought down the wages of all alike; brought down the English wages?

It may have done to a small extent, but I do not think so much as the importation of the manufactured article. It is the importation of manufactured boots and shoes that has done the most in that way; it is only recently that boots and shoes have been imported.

12031. You think that that has had a great effect in bringing down the wages here than the foreign labour being brought in?

Most decidedly; because on the Continent they work longer hours than we do, and they can undermine the British manufacturer.

12032. Earl of *Aberdeen*.] Do you find any difficulty in getting the men to work on the early days of the week, Monday and Tuesday, for instance?

Only difficulty with Englishmen, not with the foreigners.

12033. But with regard to the Englishmen, what did you find?

They will not work; they generally like to have one or two days out.

12034. Are we to infer from that that it is owing to the misuse of their money in the way of drink, or is it that they want a spare day or two?

An English workman is negligent in his duties, and he stays away; and I have had to go myself or send for work that was being delayed; and orders have been sent abroad and cancelled through the negligence of the British workman.

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[Continued.]

12035. But must we assume that the negligence shown in the early days of the week is due to the misuse of the wages of the previous week?

Most decidedly.

12036. Not merely the desire for a little repose?

It is the rule amongst them; the majority of them have drunken habits; they will not work except when they like to.

12037. May I ask when you were in France were the arrangements at the factory where you worked of a superior kind as to sanitary matters and ventilation, to what they are here?

They were very much behind England in sanitary matters where I was employed.

12038. Was there any kind of inspection in those factories?

No inspection.

12039. But they worked 16 hours under unfavourable circumstances?

Sixteen hours; from six in the morning till eight at night, with a reduction of $1\frac{3}{4}$ hours, perhaps $15\frac{1}{2}$ hours a day.

12040. The hours you give would not come to 16?

No, not quite 16; that was an error of mine; it would leave $12\frac{1}{4}$ hours. I was thinking of the dinner hour.

12041. It commences at six and ends at eight, with the usual intervals for meals?

Yes.

12042. Were there any complaints among the men in the factory?

No, we were very comfortable there. I liked the French workmen very well that I was employed with.

12043. I mean complaints as to the hours?

No.

12044. And were the habits of the men good?

The men were very thrifty and sober.

12045. Lord *Monkswell*.] You say that there is a waste of labour involved by the division of labour by foreigners, owing to no foreigner being able to complete a boot by himself; I suppose that waste can be obviated if a large number are employed together, so that everybody always has something to do?

It would be.

12046. You say that the machinery abroad is far better, and that the unions here object to the importation of the best machinery?

Yes.

12047. I suppose if we had better machinery your opinion is that we should compete better with the foreigners?

Yes.

12048. And that wages here would be higher?

Yes.

12049. And probably we could check foreign importation altogether if we had the best machinery?

Yes.

12050. *Chairman*.] Do you think that the use of improved machinery would tend to increase the rate of wages?

Yes; it would not reduce them.

12051. Do you mean that the general tendency of machinery is to increase wages?

Yes.

12052. Does

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[Continued.]

12052. Does not the adoption of labour-saving machinery enable the work to be done with less labour?

It does with less labour; but not as far as the price is concerned.

12053. But some of the labour must be done away with when labour-saving machinery is introduced?

It will affect it for the time being; but we must have machinery to compete with the imported goods.

12054. That is not the question; I ask you why you think that the better the machinery the higher the wages?

It is so from what I have seen of machinery.

12055. Are the wages higher or lower in Switzerland than here.
Lower.

12056. But they have better machinery there?
Yes.

12057. Could you explain why the labour-saving machines increases the rate of wages; I should be glad to know, because we have had contrary evidence from others on that point?

Take lasting; I have seen that heeling machiners have not made any difference to the man that took the boots; instead of taking 3 *d.* a pair off they only take 1½ *d.* off; if a man got 6 *d.* for a boot he gets 4½ *d.* for making; a 1½ *d.* deducted for the heeling machine, not 3 *d.*; that is the statement of the English Union wages.

12058. You mean that a man can earn as much or more money if a machine is employed?

Yes.

12059. And can as many men earn as much or more money?
It is according to their quickness.

12060. I ask you whether the same number of men can earn as much or more money?

Most decidedly.

12061. And you say that there are just as many men employed?
Yes.

12062. That the machinery has not thrown any man out of work?
No, it does not throw any out of work.

12063. Or put them on short time?
No.

12064. Not reduce the amount of labour employed?
No.

12065. Earl of *Aberdeen*.] You mentioned just now that for the time being when machinery is introduced there may be a loss of work to some people?
Yes.

12066. Do you think that after a time those who are employed get as good wages or better?

Quite as good, and people will be able to employ more men.

12067. Lord *Monkswell*.] You say that foreign competition keeps down the rate of wages; supposing you had better machinery in England, then you would have less imported; and if you have less imported you have more to do by English labour; is that what you mean?

Yes, that is my meaning; 26,000 dozens of boots I believe were sent in last winter from Switzerland alone.

12068. If we had had the machinery we should have made those ourselves?

Yes, and we should give work to the unemployed in the boot and shoe trade.

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Mr. MADDY.

[Continued.]

12069. So that perhaps even temporarily we should not throw men out of employment by having better machinery, because we should check the imports from abroad?

Yes.

12070. *Chairman.*] Do the men in the English associations in your trade object to the introduction of machinery?

The great majority of the English Union workmen, and I believe their officers, too.

12071. Do you know how many unions there are in your trade?

On the men's side there are two unions, "The Lasters and Finishers," and "The Stitchers and Hand-sewn men." There is one in the West End and two in the East End.

12072. Are these confined to Englishmen?

Foreigners can join, but very few but Englishmen do join it.

12073. Have the foreigners got a union?

Yes, the "International;" that is on the men's side; and the masters have an association of their own. There is one for the men, one for the sweating masters, and three of the English unions; that is five in London.

12074. Comparing the English with the foreigners, what branch of the work is done by the English?

The very best.

12075. The foreigner does not do that work at all?

No; there might be an exception of one or two.

12076. The Englishman does not do the class of work done by the foreigner?

No.

12077. Therefore they do not compete with each other?

No.

12078. Then I do not understand how the foreigner has the advantage over the Englishman by being steadier?

I did not mean the advantage in competing, so much.

12079. You mean that morally and socially one is superior to the other?

Yes.

12080. But I understood you to say that the foreigner had the advantage in obtaining work over the Englishman, pushing him out of work?

He does do so, sometimes.

12081. But that is to a limited extent?

Yes, to a limited extent.

12082. You meant to convey to the Committee that the advantage was that the foreigner is superior morally and socially?

Yes, he looks after his money better, and is better in his habits than the British workman.

12083. *Earl of Aberdeen.*] When you say morally and socially superior, I presume you do not refer to the habits of living, as regards their sanitary arrangements, and so forth?

From what I have seen of their sanitary arrangements, and morally and socially, they are far better than many of the Englishmen in Whitechapel and the East End of London. I have been in their homes a hundred times, and have been in the Englishmen's homes as well.

12084. But you said that foreigners will live in hovels by choice when they might live in a better house?

That

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Mr. MADDY.

[Continued.]

That might be the case with an exceptional few of the lower class of Poles.

12085. *Chairman.*] You went to France only to get a larger acquaintance with the trade?

I went to improve my abilities, and to see the ways of the country in manufacturing boots and shoes, and I learnt a great deal whilst I was there.

12086. What towns in England were you employed in?

Norwich, Leicester, Birmingham, Stafford, Stone, Brighton, Croydon, and London.

12087. You worked as a journeyman?

I worked as a journeyman.

12088. Then, if the Committee desired it, you would be able to give evidence as to any difference in the trade between the provinces and London?

Anything that you require as far as the differences in prices in London and in the country are concerned.

12089. When did you come back from France?

In 1881.

12090. What kind of work did you go to then, as a journeyman?

Yes, for about three months, and then I became a traveller.

12091. Traveller for a manufacturer?

Yes.

12092. Not for a factor?

Not for a factor; for a manufacturer.

12093. And thus you got into your present position?

Then I worked to my present position.

The Witness is directed to withdraw.

MR. THOMAS HENRY COX, is called in; and, having been sworn,
is Examined, as follows;

12094. *Chairman.*] You are a foreman, are you not?

Yes.

12095. In what firm?

A. Salomon's.

12096. How long have you been a foreman?

Twenty years.

12097. What is your exact position; are you head foreman?

I am over the manufacturing department. First of all, I must say I have only just received notice to attend here, and I am not prepared to answer many questions. I know nothing except of the manufacturing department.

12098. You have charge of the manufacturing department?

Yes.

12099. What class of goods do you manufacture?

All classes of goods, army work, and all classes.

12100. All classes, from the highest to the lowest?

Yes.

12101. And you know all about these cheaper kinds of goods?

Yes.

12102. Have you heard the evidence given by Mr. Maddy?

Partly; I was rather late.

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Mr. Cox.

[*Continued.*]

12103. You did not hear the earlier part of it ?

No.

12104. Can you tell me to how many men you give out your work outside ?

In my department here in London I should say we have 150 to 200.

12105. Are they all men who employ others, finishers under them ?

No.

12106. Some of them merely single hands ?

Yes, most of them.

12107. To how many men, who might be called sweaters, do you give out work ?

I do not think we have more than about six or seven ; I am not prepared to say, not having had long notice.

12108. Not more than six, you think ?

I should not think so.

12109. Have you heard the evidence given by the last witness as to the wages that are earned by finishers ?

Yes.

12110. Do you agree with that, that 25 s. or 30 s. is an average fair wage all the year round ?

I think they earn far more than that on the average ; at least they do in our firm. I have not much experience of other firms, but I think they earn more than that in our firm ; I should say over 30 s., the single-handed men, if they like to work six days a week.

12111. Are those men English or foreigners ?

We have more English than foreigners, I think, among our men.

12112. Perhaps you would just tell me the process that a pair of boots goes through ; up to what point do you make a pair of boots in the factory ?

First, they are cut by the clickers.

12113. I want to know what you do in your own case ?

They are cut by clickers first ; the bottom stuff is cut by rough stuff cutters, then the uppers are given to machinists ; that is the female labour ; the women's uppers are given to machinists.

12114. In the factory ?

No, out ; they take the work out. That is brought in, and they are passed, and the work is fitted up. Then it goes to another department, the fitting-up department.

12115. In the factory, that is ?

In the factory. Then they are given out to the lasters to be lasted ; then they are shopped again ; they have to be sown, the channels rubbed down, and heeled by machinery, and then pared, and then they are ready for the finisher ; then they go out for finishing, and then they are shopped again ; that is the women's work.

12116. Then there are three processes : the machining, the lasting, and the finishing ?

Yes.

12117. And as I understand you that, in the case of your firm, is done by single hands ?

The majority of them are single hands.

12118. That is to say, you give a man as much as he can do himself in the lasting or finishing, or whatever it may be, and he does it ?

Yes.

12119. And

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Mr. Cox.

[Continued.]

12119. And you say that under that system a man who chooses to work six days a week can earn more than 30s. a week all the year round?

Yes.

12120. Do you think most of the men in your employ do earn it?

Yes; I can prove that they do earn more than 30 s. a week. It depends on the man's abilities; a man that likes to work sharp can earn more than an easy going fellow.

12121. I suppose you employ the same man all the time?

Yes; we have hands in our shop that I have employed from five to 20 years.

12122. You say "in our shop," but you mean hands not in the shop?

Out-door labour, I mean. Also the hands in-doors have been there that number of years.

12123. You have kept these men on, I suppose, because they are superior men of their class?

They are steady men; if a man is steady we give him the preference.

12124. You would not say, I suppose, that the wages which your men earn are a fair criterion of the average wages earned all over the trade; probably you employ the best men?

I think there are others that employ quite as good; I think, generally speaking, the men right through the trade, if they like to work, can earn good wages.

12125. We have been told that the lowest class of work is entirely in the hands of foreigners; is that the case?

For the commoner work, yes; it is generally done by foreigners; they are not such experienced hands as the Englishmen, as a rule.

12126. Is any of your work done by foreigners?

Yes; we have a few.

12127. The common class of work?

Yes.

12128. And what would they earn?

They would have the same chance to earn on that class of work sometimes more than the men on the better class of work.

12129. Do you know anything at all about the prices paid to the sweaters, knifcers, small manufacturers?

I do not know anything outside our firm; at least I know very little. I have been there 20 years, and outside that I know nothing at all.

12130. Lord Clinton.] When you speak of single-handed men do you mean a man who does the whole process of finishing himself?

A certain part; the laster or finisher.

12131. And they work at home?

They take the work home.

12132. Do you ever find much of your work damaged?

We do at times.

12133. Both in the lasting and the finishing?

Yes.

12134. What do you do in that case?

We have to charge them with them.

12135. You mean, you do not take the boots?

No; we give them the boots, and they have to pay for them.

12136. Does that often occur?

(50.)

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Yes,

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Mr. Cox.

[*Continued.*]

Yes, we have it sometimes ; it may occur sometimes two or three times a week. Of course we make a difference in charging them. If a man wilfully damages a pair of boots, and tries to pass them, we charge the full value of the boots. If they meet with an accident we do not charge more than the value of the stuff.

12137. Have they an opportunity of looking at the work before they take it out ?

Yes, every opportunity.

12138. When do you give it out ; in the morning or evening ?

Some classes in the morning, some in the afternoon.

12139. Do you give it out in the evening ?

Sometimes ; not late, six o'clock ; I think our time in the evening is from half-past five to six or seven o'clock for finishers.

12140. When have they to bring that work in again ?

The next evening.

12141. Is that the same, whether you give it to foreigners or Englishmen ?

Yes ; whether he is a foreigner or an Englishman we do not look at ; we look at them simply as mechanics.

12142. Earl of *Aberdeen*.] What do you mean by " wilfully damaged " ?

Damaging a boot and cobbling it up, as it were, to deceive a person.

12143. Carlessness, you mean ?

Yes.

12144. Lord *Clifford of Chudleigh*.] You say that you employ a few sweaters ; do you give them a particular kind of work, or have you any reason for employing them ?

No ; I do not think we make any exception with regard to giving the work out ; we give them all the class of work suited to them ; we give the better class of work to the better class of men ; we have to get the work up saleable, and to give it to hands who can do it.

12145. Lord *Monkswell*.] Do your men work, as a rule, the Englishmen, on Monday or Tuesday ?

The foreigners are Monday people, as a rule ; but we have Englishmen that work in our firm that work very regular.

12146. But the majority do not work on Monday ?

Of the Englishmen.

12147. But the majority of foreigners do ?

They are mostly steady.

12148. On Tuesday do most of the Englishmen come back or not till Wednesday ?

In some cases they come on Tuesday.

12149. The majority ?

Yes.

12150. Lord *Clinton*.] Do they work all day on Saturday ?

That is generally the day they do the most work, Friday and Saturday, the end of the week, they work the hardest.

12151. *Chairman*.] Can you tell me how many varieties of work, different classes of goods, there are made in your place ; into how many classes would you divide the goods ?

There are button-boots and side-springs, and all that kind of thing.

12152. Do you know whether there are any definitions in the trade of different classes of goods ?

There may be, perhaps, a dozen different classes of goods in the women's alone.

12153. Do

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Mr. Cox.

[Continued.]

12153. Do you not have prices of wages differing according to the different goods?

Yes, each clase of goods has a price of course.

12154. How many classes do you suppose there are?

I am not quite prepared to answer that

12155. Do you call them "lines" of goods, or what do you call them?

Classes of goods.

12156. Do you know anything about the factors?

No, nothing at all; it is out of my line.

12157. Lord *Monkswell*.] Do you ever give anything extra for night-work if you want the work done in a hurry?

Nothing whatever.

12158. It is not the custom of the trade to give anything extra for it?

No, nothing at all.

The Witness is directed to withdraw.

A. B., having been re-called; is further Examined, as follows:

12159. *Chairman*.] HAVE you any objection to tell us what wages you are paying your finishers; how much a week, at least?

Half the wages that we get.

12160. How much does that come to a week?

Some are quick and some are slow.

12161. You have three finishers you told us?

Yes.

12162. How much is the lowest earning?

Sixteen shillings.

12163. And the highest?

Twenty-five shillings.

12164. And would those two men be earning 16 s. or 25 s. all the year round?

You may take it all the year round a pound a week.

12165. You mean that the man now earning 25 s. a week earns a pound a week all the year round?

Yes.

12166. And how much will the man who is now earning 16 s. earn all the year round?

I do not know; when he has more work to do he can earn more.

12167. I want to know how much, taking it all the year round, you think the man who is now earning 16 s. a week would earn from the 1st of January of one year to the 1st of January in the next year?

The quickest of them can earn 1 l. 10 s. a week if he is busy.

12168. How much all the year round; 20 s. you have told us?

Yes.

12169. You say the slowest of them is now earning 16 s.?

Yes.

12170. How much he earns all the year round?

In the slack time he cannot earn as much.

12171. Then what would be the average all the year round for him?

About 15 s. all the year round.

The Witness is directed to withdraw.

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C. D., having been re-called; is further Examined, as follows :

12172. *Chairman.*] You have already told us, I think, what your average wages as a laster are?

My average rate through the year would be a pound a week.

12173. And in the busy time you said that you earned from 25 s. to 30 s. a week?

In the busy time I can earn 25 s. to 30 s.; in the slack time under a pound.

12174. Do you consider that a pound a week is the kind of wage that you would earn all the year round?

In the slack time I earn 1 l., 18 s., 22 s., 23 s.; sometimes 16 s., according to how near we get to Christmas.

12175. You say that your average is a pound a week all the year round?
About a pound or 22 s. all the year round; something like that.

12176. *Lord Thring.*] Do you ever earn less than 18 s.?
Yes, sometimes 16 s.

12177. And how long in the year do you earn 16 s.?
Those wages would be about the month before Christmas, and the month after Christmas.

12178. Just say how many weeks do you earn 30 s. a-week?
Six months 25 s. to 30 s. a-week.

12179. How many months do you earn from 20 s. to 25 s.?
That would be about two months.

12180. Then how many months do you earn from 18 s. to 20 s.?
That would be about two months also.

12181. How many months do you earn from 16 s. to 18 s.?
That would be two months, the month before Christmas and the month after.

12182. *Chairman.*] Assuming that you consider a 1 l. a-week is the average of your earnings, I should like to know whether you think that is the average wage that is earned generally throughout the trade by lasters?

Throughout the trade. There are some quicker than me, some slower.

12183. I ask you whether it is the average?
Yes, I should call it the average.

12184. Have you worked with many houses; with many masters?
No, not with very many.

12185. How long have you been a laster?
Twelve years.

The Witness is directed to withdraw.

Mr. JOSEPH KAPLAN is called in, and having been sworn, is Examined, as follows :

12186. *Chairman.*] ARE you a boot manufacturer?
Yes.

12187. How many hands do you employ?
Between 40 and 50, at a rough guess; it might be a few more, or a few less.

12188. In a factory?
Yes, in a factory.

12189. Do

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Mr. KAPLAN.

[Continued.]

12189. Do you do all the work in your factory?

No, not all the work. I have got in the factory the lasting and all the rough stuff cutting, but the finishing and machinery out of doors.

12190. How do you put out the machining and the finishing; do you put it out to single hands, or do you put it out to sweaters?

Some of them work as single hands, and some of them employ hands; of course, I do not know anything about that. There is no doubt, if they take out half a gross one day, and bring it in the next day, they must have had somebody to help them.

12191. But that is no affair of yours?

No.

12192. You put it out where you can get it done cheapest; to whoever will do it for you cheapest?

No, I do not give out the work to whoever will do it cheapest. If I want hands I put up a bill, and the price I will pay, and if a first-class hand comes he see the class of work and will not touch it.

12193. Have you employed the same machinists and finishers for a number of years?

Yes, some of them have worked for a number of years.

12194. And you do not know anything about the number of hands that the men employ who take the finishing from you?

No.

12195. You do not know whether they are Englishmen or foreigners, or what they are?

The people who take the work out of my place? They are all sorts, English and foreigners.

12196. What men do you employ in your own factory?

English and foreigners.

12197. Do you sell at all to the factors?

No, I do not sell at all to the factors; I do not care about it. I supply the same places that they do.

12198. Who do you sell to?

Shopkeepers.

12199. Do you mean retailers?

Yes.

12200. You say you do not like selling to factors?

No, not unless they like to give the price, and it is very seldom they do

12201. They will not give you the same price as the retailers?

No; because they have got to sell to the same customers.

12202. Have you any idea what class of people do sell to these factors?

No doubt a good many. It is not my business to go and interfere with other people's business and see who they sell the stuff to.

12203. But I mean is it not the interest of every small manufacturer to sell direct, as you do, to the retailer?

Some of them have not capital to carry it on; if you do with shopkeepers you have to give credit.

12204. That is what I want to get at; what credit do you give?

It is all according to what they are. If you want to do with shopkeepers you have to wait for your money for a month; sometimes two, three, or four: whereas, in the case of a factor you can get your money the same day or the day after, according as you arrange.

12205. Therefore, a small manufacturer who sells to a factor, I should gather

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MR. KAPLAN.

[Continued.]

from you, would be a man who was pressed for money and wanted the cash?

Yes.

12206. Are you paying the same prices now that you used to pay?

It is the same prices for what I know. Perhaps some of the work might be altered, say 3 *d.* a dozen or 6 *d.* a dozen at the utmost, in the last eight or nine years.

12207. You mean by an alteration a reduction?

Yes.

12208. What is the cause of that?

In my business in some of the work there might be a reduction of 3 *d.* or 6 *d.* a dozen; it might be a kind of boot which we never got out before, and which had to be made commoner and cheaper, and less work attached to it; and therefore we paid less wages.

12209. Do you know what caused that?

In my opinion the public requires commoner stuff, a cheaper stuff. There were never so common made boots made up as there are at the present moment, that I recollect.

12210. For the home trade?

For the home trade; and the cheapness is what they want; and a price is paid to the working people according to the amount of work they have to do for it.

12211. Do you mean that there is no reduction of wages?

No reduction of wages, not for the last eight or nine years, except in some of the work, 3 *d.* or 6 *d.* a dozen.

12212. What you mean is that the quality of the goods is not so good, and, therefore, the price is cheaper, and the wages lower, for making that kind of goods?

Yet; that is it.

12213. Does foreign competition affect you at all?

No, it does not affect me. I buy a lot of boots of foreign make, but, of course, that is a great deal for the English market.

12214. Do you say you buy foreign boots yourself?

Yes, I buy them direct from foreigners.

12215. And sell them here?

Yes, and sell them here.

12216. Completely finished goods?

Yes, completely finished goods.

12217. In that respect you act as an agent?

You can call it what you like; I pay for them and sell them here.

12218. You buy the article finished?

Yes, I can go and buy foreign goods cheaper than I can manufacture them here; different classes of stuff, not all classes of stuff.

12219. Do you buy foreign goods of the same kind as you make yourself?

What I used to make myself, but cannot make them now, for the simple reason that I can buy them cheaper.

12220. Do the foreigners and the Englishmen you employ earn the same wages.

It is all according how they work. If an Englishman likes to work through the week he can earn more than or as much as a foreigner; if they like to stop away a day or two days, or come late, they cannot earn so much. I always find that a foreigner is more steady as to his work than an Englishman.

12221. These factors, you say, in your opinion, buy from small manufacturers, who require prompt payment?

They

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Mr. KAPLAN.

[Continued.]

They might buy from large manufacturers too; they are open to buy from anybody who wants to sell to them.

12222. But they will give a less price than the shops?

Yes, certainly.

12223. Do they give a less price than the manufacturers will? By "manufacturer," I mean a manufacturer who is a wholesale man?

I do not quite understand the question.

12224. You say that you sell all your goods to retail shops, but is it not the case that a great many manufacturers, especially small manufacturers, sell their goods to large manufacturers?

Yes, some of them.

12225. Do the factors give as good a price as the large manufacturers do?

Certainly they will. A manufacturer knows just as much what to give for a boot as a factor knows.

12226. Then it is not the case that the factor will buy cheaper than the large manufacturer?

Certainly not; it might be in some instances. I could not say; it is all according. It might be that a man may get from one factor more than another; it is all according.

12227. You do not think it is the case that the existence of these factors has cut down the prices?

Certainly it is; that is what makes the cutting down of the prices. The simple reason is that some of the factors are well-to-do, and buy up a lot of stock when the time is bad, and they give any price for it that they can get it for.

12228. And that is what keeps down the prices?

Yes, the factors keep down the prices certainly. I know for a fact, with regard to some of the boots I manufacture myself, that they go and buy them cheaper than they cost me myself.

12229. How can that be?

I do not know how it can be, but it is done so; the factor ought to tell you how it is done; I do not want to go into their business.

12230. You only know the fact?

Yes.

12231. That boots can be bought from a factor cheaper than you can make them?

Yes, sometimes.

12232. Can you tell us what rate of wages you are paying in your factory; how much the men earn a-week?

It is all according to the workmen. The average right through the year do you mean?

12233. Yes?

Say about 22 s. to 25 s. That will be right through the year for people who do not work hard, who like to come any time or stop away a day; but people who are working regularly, coming at eight and leaving off at eight, their wages will be from 28 s. to 30 s. a week regularly.

12234. What class of work?

All classes.

12235. They are not all paid the same, are they?

No, but if it is a lower class of work it can be made quicker.

12236. You say you do the rough stuff cutting in the factory; what other process do you do there?

Only that and the clicking.

(50.)

M. 2

12237. That

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Mr. KAPLAN.

[Continued.]

12237. That is paid at the rate you have mentioned?

Yes.

12238. You do not, I suppose, know anything about the rate of wages paid for finishing the boots you give out?

No, that is not my business; my business is only to give them out.

12239. Do you know whether it is the case that the leather trade are in the habit of advancing money to small manufacturers?

Yes, some of them do.

12240. Did they ever advance money to you?

No, they never advanced money to me.

12241. What is the object of the leather man in advancing money to small manufacturers?

I never knew leather factors advance money to boot manufacturers unless they will let them have some goods for it. For instance, say that a manufacturer will take to a factor 20 *l.* or 30 *l.* worth of goods, he will be hard up for money, and he will say, "Will you advance me a 10 *l.* note."

12242. How do you buy your leather, credit?

It is all according; sometimes I buy cash, sometimes on credit.

12243. What is the general custom?

It is all according. If I can buy them cheaper I will pay cash; if at the market rate I will have my time.

12244. What is the general credit?

It is according to what you buy; some of them a month, some of them two, some of them four.

12245. Do you do the lasting in your factory?

No, not now; I used to, but now I buy them in ready made.

12246. Why have you made that change?

The simple reason is that I cannot make them for the price. I can buy them in cheaper than I can make them; of course that is foreign goods.

12247. I was asking you whether you do lasting?

You mean making the boot? Certainly, they are lasted in my place.

12248. Do you use machinery?

For the rough stuff cutting-room I do.

12249. Since when have you used it?

So long as I have been a manufacturer I have used it.

12250. Do you think the using of machinery has cut down wages?

Certainly some part of the machinery has cut down the wages; for instance, the heeling machine has cut down the wages and given less employment to a good many people. Where, say, you wanted half-a-dozen lasters to make the heels and all, you can do with four, say, without the heels.

12251. But will those four earn less wages; is the rate of wages lower.

Certainly the rate of wages is lower than I used to pay with the heels; but they can earn just as much by the work without the heels as when they had to do it with the heels.

12252. If I understand you, a man now with the use of the machinery can earn as much as he could earn before without it?

Yes; that is when they get plenty of work.

12253. But they do not get so much work?

They do not get so much work.

12254. Because the machinery enables the work to be done with fewer hands?

That is it.

The Witness is directed to withdraw.

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MR. SAMUEL MOSES, is called in ; and, having been sworn, is Examined,
as follows :

12255. *Chairman.*] ARE you a boot manufacturer ?

Yes.

12256. How many hands do you employ ?

Between 30 and 40, all told.

12257. And what processes do you carry on in your own factory ?

In what way may I understand that question ?

12258. I suppose you have a factory, have you not ?

We are ordinary shoe manufacturers.

12259. I want to know what parts of the boots are made in your own factory, and what parts are made out of the factory ?

Some parts are made on the factory, and some parts are not. I have six machinists and six lasters on the premises. Beyond that all the other parts of the work are done off the premises.

12260. What is the part that is done off the premises ?

Lasting, machining, and finishing.

12261. I thought you said you had lasters and machinists in the factory ?

Yes, as well ; but I have a part of the work done on the premises, and a part of the work off the premises. My premises are not large enough to accommodate more hands than I have on the premises, otherwise I could have them all on the premises.

12262. I suppose all the finishing is done off the premises ?

Yes, the finishing is all done off.

12263. Who do you put your work out to ?

To the ordinary mechanics.

12264. And do you put it out to single hands, or to what are commonly called sweaters ?

All to single-handed men ; all to single-handed English mechanics. My class of boot manufacturing is a class that the ordinary foreign sweating workman cannot understand ; I never could get on with them. I have been in business 30 years, and I never employ them ; I never could get on with them.

12265. What class of goods do you make ?

Only a very common class of goods.

12266. But you say that the sweaters and foreigners cannot make the class of goods that you make ?

They can make them, but being originally a mechanic myself their labour does not suit me ; I cannot get on with them.

12267. Can you explain to the Committee why you cannot get on with them ?

Because their labour is so very indifferent. There is one special reason why I can manage without them ; it may not perhaps be of any service to the inquiry, but I may state that there is one special reason how it is that we can get better labour to do our common work ; it is this : The first-class manufacturers are so badgered about by the trade unionists that the greater part of them have been compelled to remove their factories from London to the provincial towns where the trade unions are not so hard upon them, consequently there are a number of good work-

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Mr. MOSES.

[Continued.]

men out of work that are glad to get into a respectable third or fourth-class shop; and they will take lower wages for the sake of their families; consequently I can do, and always have been able to do, without the foreign sweaters; I always make it a point to do the best I can for my workmen, and always get good hands to serve me.

12278. Can you get your goods made as cheaply that way as by putting them out to sweaters?

I pay fair wages. I have had men at work for me for many years. I have had a man working with me 18 years, and I have out-door hands that have been with me 14 years; and, in case your Lordships should require to see any of the statements, and how they take their money, I have brought both my work-people's book, and my wages cash-book with me for your inspection.

12279. I asked you whether you can get your work made up as cheaply in the way you do, as if you put it out to sweaters?

That I do not know; that is a question I could not possibly answer, because I do not really know the wages that other manufacturers pay. All that I know is that my hands are perfectly satisfied with the wages I pay them, and they are very glad to remain with me for many years, consequently I must pay them a fair wage. What other people pay I do not know; from what I should imagine as to their skill, and from the class of work I have seen about, their wages must be very low indeed.

12270. You said that you put the finishing out to single hands; could you not get that finishing done cheaper if you put it out to sweaters?

That I could not say; I do not know; I never tried, and so I am not in a position to say.

12271. Who do you sell your goods to?

Mostly to retailers, town and country retailers. I serve one or two respectable factors, but there are factors that I could not supply.

12272. Do you get as good a price from these factors as you do at the retail shops?

Yes. I supply Messrs. Pocock Brothers, and they pay me very reasonable, respectable prices for my goods. I have no fault to find with that firm at all. There are other factors I could not commence with.

12273. Mr. Pocock is a manufacturer?

Yes, but there are certain classes of goods that he buys ready-made, and we supply them with several classes of goods. They are the only factors that we do sell to.

12274. There are factors who manufacture nothing themselves, are there not?

Those factors who manufacture nothing themselves we could not supply under any circumstances; we could not get a living; we could get no profit out of them.

12275. Have you anything you wish to say to the Committee?

I do not know that I could say anything that would be of any service to the Committee.

12276. You know nothing about sweaters or the sweating system, in fact?

No, it is entirely out of my line.

12277. Can you give us the average rate of wages that you pay to your hands?

The average rate of wages is very hard to explain, because it is perfectly useless to jump to a conclusion, to form an average of wages. My workmen being ordinary Englishmen, you will understand what I say, that they are every Monday worshipping Holy St. Crispin. Mondays, Tuesdays, and Wednesdays sometimes they will never attempt to work, and they will start

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Mr. MOSES.

[Continued.]

Thursday morning at home, and perhaps will not leave off till Friday night. Of course over that I have no control. And if you would like I will show you our wages books.

12278. I would sooner take the facts from you instead of going through the books?

I should think the average earnings of my men all round would be 26 s. a week; but then you must understand there are skilled labourers and unskilled labourers, and my experience teaches me that the unskilled labourer is never so quick in his work as the skilled labourer, consequently he has two disadvantages, and if the unskilled labourer were tied to time, as how long he should work, he would stand a poor chance of getting a living, whereas the skilled labourer can work half the time and earn more money. I have a workman who works for me, and his average taking is 8 s. a day; another man works for me, and his average taking is 3 s. a day; one is a skilled man, and the other unskilled.

12279. Which part of the boot would that work be on?
That would be for the finishing.

12280. You say that an unskilled finisher working for you would earn 3 s. a day?

Not more; that would be the outside.

12281. And the skilful one might earn 8 s.?

Might earn 7 s. or 8 s. I have my books here, so that I can show it?

12282. Earl of *Aberdeen*.] Do you have any difficulty about getting your men to work on Mondays and Tuesdays?

In the summer time, if we get a fine sunshiney Monday we never get any work in on Tuesday morning.

12283. The men wish to take a little recreation; is that it?
Usually Monday.

12284. But not drink?

I could not say what they do.

12285. I mean is it in consequence of drink that they do not come?

Well, I cannot exactly say it is; they like to go out to enjoy themselves; they have their own method of enjoyment.

12286. *Chairman*.] Yet, in spite of this unsteadiness on the part of Englishmen, you prefer to employ Englishmen?

To all intents and purposes. If I was compelled from stress of circumstances to pay at the rate of 24 to 25 per cent. more for English labour I should prefer to pay it; their labour is entirely different.

12287. Why would you do so; would you get better work?

Their labour is entirely different. English workmen do their work in an entirely different way. If you were in my factory, and were to examine my goods, and see the goods finished by these sweating foreigners, it is different entirely; they could not work on my work; they absolutely could not do it.

12288. Do you mean that it is superior labour?

That English labour is entirely superior to the foreigners.

12289. Do you get any more for your boots than would be got for the same article made by the sweaters?

I believe I can hold my own against them; I believe I get the advantage in that respect. We can say this much: at the present time the home trade, which is my staple trade, is very flat, but I have, thank God, plenty for my hands to do.

12290. Do you buy any foreign goods?

I buy lasting uppers ready machined; not manufactured goods, but the uppers machined.

(50.)

M 4

12291. From

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Mr. MOSES.

[*Continued.*]

12291. From abroad ?

Yes, they come from Constance, on the Rhine.

12292. You can buy them cheaper than you can get them here ?

Oh, yes.

12293. How long have you been doing that ?

Some four or five years past.

The Witness is directed to withdraw.

MR. JOHN LOVEYO, is called in ; and, having been sworn, is Examined,
as follows :

12294. *Chairman.*] WHAT is your business ?

A boot factor.

12295. Do you manufacture at all ?

No.

12296. A business entirely engaged with buying in and selling ?

Entirely so.

12297. Then you know nothing whatever about the cost of the boot, or the wages, or anything of that kind ?

Nothing whatever.

12298. Who do you buy from ?

From manufacturers.

12299. Large manufacturers ?

Well, I may say that our business may be divided into three parts. Three quarters of our stuff is bought from very large manufacturers. I may say that the manufacturers of the whole of that three-quarters are men of position. The other fourth comes from men of medium standing, also I should say that about half of that other fourth are prosperous men, men who at all events are respectable tradesmen, men who are making their way ; the others would be small manufacturers who come to us weekly with their produce.

12300. What do you mean by a large manufacturer ?

When I say a large manufacturer, I mean men of position in towns like Leicester, Norwich, Northampton, and Bristol.

12301. Where is your place of business ?

Nos. 64, 65, and 67A Cow Cross-street.

12302. Do you not buy from London manufacturers ?

Yes.

12303. You did not mention any ?

The fourth that I spoke of would be entirely London men.

12304. You do not buy from any what you would call first-class London manufacturers ?

Men in very good position who make first-class stuff.

12305. Do I understand that you buy about three-fourths of your goods out of London, and one-fourth in London ?

Something like that ; I should think that would be about the proportion ; I have not made a calculation to give you the accurate figures.

12306. And the smaller men come to you every week ?

When we get hold of a respectable man, a man that we think is a respectable man, we give him weekly orders. He comes on Friday or Saturday with the results of his week's produce, and we pay him. That is a very small portion of our trade, though, and it is confined chiefly to very small stuffs, children's.

12307. How

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[Continued.]

12307. How do you arrange with him what the price shall be?
According to the market value.

12308. It is a matter of bargain between you?
Yes.

12309. When does he bring the goods in to you?
Usually our pay day is Friday; but he brings them in when he likes.

12310. Supposing he brought them in on Monday, you would keep him waiting for his money till Friday?
No, certainly not.

12311. Would you pay him when he brought them in?
Yes, if the goods are satisfactory, and pass.

12312. If they are satisfactory and pass, you pay him on the spot?
If he wishes it.

12313. Does he generally wish it?
If he has had any experience of the house generally, he does not.

12314. Do you, as a matter of fact, pay them on the spot?
According to their wish, as a rule, I should say they let it go till Friday; it depends upon the size of the man; if it was a very little man, who did not produce much, he would want his money, naturally, to go on with.

12315. And if he were a larger man?
We have men, amongst the one-fourth part which I was describing, who do not bother us for a month; they prefer to leave it.

12316. You mean they let you have the benefit of the money for a month for nothing?

They prefer it, I presume, until their accounts are due with the leather merchant.

12317. They allow you to have the money in hand for a month without charging you anything for it?

He does it as a matter of convenience, and not at our request.

12318. It is a convenience to him to stand without his money for a month; is that what you mean?

That has arisen after our having two or three years' experience of him, and our becoming thoroughly known to one another, and our business relations being satisfactory on both sides; or a man may bring in 100 l. worth of stuff, and say, "Give me 90 l. on account, and when you have looked through the stuff, give me the balance" That would happen in some cases.

12319-20. If a man brings in some goods on a Monday or Tuesday, you inspect them on the spot, I suppose?

As soon as we can; and we keep men who do nothing else. If there is another manufacturer before him, he naturally would have to wait.

12321. He would have to leave the goods there till such time as they could be looked at?

If he thought proper.

12322. And that might be two or three days; might it not?

It might happen so, but it rarely does. The majority of our goods are delivered on Thursday.

12323. And the price could not be settled until you had viewed the goods of course?

Yes, the price is settled by sample.

12324. Do you mean that the price is settled before the order is taken out?
Before the goods are delivered a sample pair or boot would be brought.

12325. That would be the case I suppose of a man dealing with you for the first time?

Quite so, or if he had anything new.

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[Continued.]

12326. Then he brings his order in and knows the price he is to get for them?

An invoice accompanies the goods in the ordinary way of business where they are checked off.

12327. He knows the price he is to get?
Decidedly.

12328. Then you inspect the goods, and you accept them or reject them?

Yes; it is a very rare occurrence, except with a new man, that we have to reject a parcel.

12329. And if the man asks for it, you pay him ready money, and if he does not, you do not?

Yes.

12330. And that is principally in very small goods?

Principally; the weekly men make chiefly small goods.

12331. When you speak of these very small men from whom you buy, I think you said a half of one-fourth, what do you mean by a very small man; what do you suppose his capital would be?

I do not know exactly. That class of man would come under the heading of a man who produces from 6 *l.* to 16 *l.* worth a week; the very smallest.

12332. His capital would be very small?

I should think it must be. He would be a man who is doing a great deal better than an ordinary journeyman; I should look upon that as his position.

12333. The man might have started business with 25 *l.* or 50 *l.*?

Yes.

12334. Or less?

Or less. There are a number of them that we have been doing business with for the last seven years.

12335. Do they fail very frequently?

With regard to failures, I went through my bought ledger this morning, and out of the number of men I have been buying from, who, since 1885, have been 280 in number, there are only eleven that I could find that have failed.

12336. Do these small men dispose of all their goods to you?

No.

12337. Do they sell to other factors?

Usually a man when he comes to us likes to confine himself to us, prefers doing it, because we take pains then during the winter to keep him going; otherwise if we could not get enough of his stuff, we should not have that interest in him during the summer and busy time that we have. Therefore, we very often fill our warehouse with stuff that we do not want in order to keep him going in the winter.

12338. But the bulk of your goods come from the country, and are of superior quality to those which you have been mentioning?

Yes.

12339. All kinds of goods?

All kinds.

12340. And where do you sell them?

All over England, Scotland, Wales, and Ireland. We ship a few to Melbourne, Sydney, and Calcutta.

12341. Do you sell any by your own travellers?

No, we have not any travellers.

12342. How do you sell them?

They come to us to buy.

12343. You

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Mr. LOVEYO.

[Continued.]

12343. You mean the retail shops?

Yes.

12344. Do you sell to any large wholesale houses?

Yes, houses like Messrs. Pocock; many large houses.

12345. And for export as well as for the home trade?

Yes; very little export; chiefly the home trade.

12346. How long have you been established?

Eight years to day.

12347. We have been told that factors have only existed for a comparatively small period, eight or ten years?

That is nonsense, utter nonsense.

12348. There always have been factors?

I think your Lordships will have a factor before you presently, who has been in business 27 years.

12349. Were you in the boot trade before you became a factor?

Yes.

12350. In what way?

I was managing a factory; had entire charge of a factory.

12351. You do not know, I suppose, at all whether these small men are supported by people engaged in the leather trade?

I should say that the respectable ones (and there are very few that are not respectable, as far as I know) get credit when once they have established themselves in the confidence of the manager of a warehouse.

12352. Credit in buying material?

They give him credit to a limited amount.

12353. We have also been told that factors give lower prices than the trade generally; is that the case?

I do not know. Of course we buy as well as we can. Are you alluding to factors exclusively?

12354. Yes?

Because the boot manufacturers are divided, I take it, into about three classes; there is one class who manufacture exclusively for Government contracts; there are another class of men, large and influential men, who manufacture exclusively for the wholesale trade, that is to say, for houses like ourselves and manufacturers. The other class are manufacturers who go to the retail trade direct; but those who go to the retail trade must necessarily be factors as well. A man who establishes himself in London cannot make Norwich stuff, or Northampton stuff, or Bristol stuff.

12355. I was alluding merely to factors pure and simple?

I mean to say that factoring is carried on to a far greater extent than it would be placed before you, perhaps.

12356. Is your warehouse large, capable of containing a large quantity of goods?

We think that we have the largest stock in the trade.

12357. Do you keep it for any length of time?

We turn it over as often as we can.

12358. I suppose you fill it up in the slack season?

No; we make contracts with the larger houses to supply so many a month right through the year, beginning in January and sometimes ending at the end of June; the summer season would begin to end then; and then we make contracts for winter stuff to the end of November, as the case may be.

12359. And what advantage is it to employ you instead of going direct to the manufacturer?

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[Continued.]

They cannot get such an assortment anywhere else; no manufacturer in the world can keep such a stock. A shopkeeper comes into our warehouse, and finds every mortal thing he wants.

12360. And selects what he chooses?

Selects what he chooses; and in many cases pays for them and takes them away.

12361. And you said, I think, that in the slack time you filled up your warehouse with the goods of the men you employ, in order to keep them going?

Yes, men that we value; that serve us regularly throughout the summer; men that have been bringing their work for four or five years.

12362. You would naturally be able to buy the goods cheaper during the slack time than you would during the busy season?

If a stranger came to us who had been sending us goods, or if some one, whom we did not know, came to us in the very slack time when we were stocking up stuff, and laying out capital almost for the benefit of people who know something of us and supplied us, and he wanted to get in with us, he would have to quote a low price naturally.

12363. And you would have probably to keep those goods in your factory for some time before you could sell them?

We begin, in some cases, to stock stuff in October (stuff which manufacturers cannot get made in the busy time) for May and June in the following year, or we should not get them at all.

12364. Do you do all your buying yourself?

Yes.

12365. You employ nobody to buy for you?

No.

12366. Are you able to form any idea of how and where the goods are made that you buy at very low prices, or the wages that are paid for them in manufacturing them?

What do you mean, may I ask, by the goods that we buy at very low prices?

12367. The goods you buy in the slack season, when you buy them comparatively cheaper?

When the busy season sets in men will not make this particular kind I am alluding to.

12368. What class is that?

Men's canvas shoes for one thing. In the height of the season they cannot get them made for anything, and the manufacturers will get them made to keep their hands on, rather than let them be out of employment in the winter.

12369. At any rate you would not know what the cost of the article was?

No.

12370. All your business would be to see that it suited you, and that it was sold to you at a reasonable price?

Yes. I might perhaps say this to you: a great deal has been said with reference to the price that factors give, and cases have been quoted of men who sell stuff at less than cost, bringing their stuff to factors who are ever ready to pay cash for stuff, and selling them at a great deal less than cost. With regard to those men, I was going to say they are an intolerable nuisance, we are better off without them; such men as I have described, men who have a parcel of stuff to sell at less than cost. It has been alleged that factors are very ready to buy of men at any price, and beat them down, and oppress them and crush them.

12371. What

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[Continued.]

12371. What has been stated to us is that factors have paid a price for goods that the witness said he could not make them for?

Yes, but it is a statement without foundation. Supposing we were induced to buy such a parcel of stuff, we sell them to our customers, and when our customers come to us again, we cannot repeat them, and so it is a source of disappointment to them and an annoyance to us.

12372. That would not occur if you did not first offer them to your customers cheaper than the ordinary rate?

Of course we have to sell them.

12373. It has been said that the factor will buy goods at a price that the witness stated he could not manufacture them for; you say that it would be useless to you to buy these goods because you would disappoint your customer by not being able to repeat them at that price?

It is not a question of the price, or being able to supply them at the same price, but you cannot give him the identical thing again.

12374. Why not?

It is not forthcoming.

12375. Do I understand you to say that it would be a nuisance to you to buy a parcel of goods at an exceptionally cheap rate?

No, I did not quite put it in that way. The inference is that factors are ever ready to take, from anybody that comes along, odd parcels of stuff that had been made irrespective of cost, and at any sacrifice that the manufacturer may be pleased to make.

12376. Do you mean exceptional kinds of goods?

It has been stated so.

12377. Lord *Clinton*.] I think it has been said that factors were able to take advantage of the necessities of smaller manufacturers to buy their stuff; that is what you refer to?

Yes.

12378. You say that that is not your case, and that it would not be of advantage to you?

No, I do not think it would.

12379. *Chairman*.] Why would it not be an advantage that you should get them at an exceptionally cheap rate?

For that particular parcel it may be an advantage, the parcel itself; but the parcel itself, and the whole transaction, does one no good from the fact that when that parcel is gone the man is not forthcoming again, and you cannot repeat the customer's order, nor can the shopkeeper serve his customer with another article of the same kind of goods.

12380. But you are assuming that the goods are of an exceptional kind; it has not been suggested that the factor was ready to buy an exceptional article at an exceptional rate, but an ordinary article as cheap as he possibly could?

I think I heard it said this morning that these little men get leather, make it into boots, and in a few weeks they are bankrupt and fail. What I wish to suggest is this, that it is to our advantage, and to that of every factor, to do with respectable houses who can go on week after week, and year after year, supplying us with the same goods, in order that our customers may come to us and get precisely the same stuff.

12381. But that would not affect the fact that it would be an advantage to have a parcel, great or small, of those goods at an exceptionally low price if you could get it?

It is an advantage with regard to the profit, but the ultimate advantage is nullified by our not being able to repeat the same article again; it would not be the same pattern; no two men's work is alike.

12382. Do you mean that in the case of all the men that you buy from their particular goods are recognisable?

Yes, as totally distinct as this card is from that inkstand.

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[Continued.]

12383. Of precisely the same class of goods?

Yes.

12384. Lord *Sandhurst*.] You mean that the manufacturer to whom you sold them would detect the difference?

Yes.

12385. But would an ordinary customer?

The wearer possibly might not.

12386. *Chairman*.] What do you do if you get a large order?

Execute it.

12387. But you must buy from a great number of men to execute it?

Yes; you have no idea, perhaps, that we have accounts that we pay amounting to from 10,000 *l.* to 15,000 *l.* a year.

12388. If you get a large order you must buy that from a great number of people?

We have it in stock most likely.

12389. And do you mean to say that every parcel that you have in stock has been made by a different man?

No; a man would buy 20 different sorts possibly to make up an order of 500 *l.*

12390. What would you call a large order?

Forty thousand pairs of boots.

12391. I will say 10,000 boots of a similar kind, identical; could you buy that all from one man?

Yes, decidedly. If we took an order for one boot we could not put it into two hands to produce.

12392. Would you buy it from one manufacturer?

Entirely.

12393. Then you could not get it from any of these small men?

No.

12394. And so, too, if you got an order for 40,000 pairs, you would get it all made by one man?

Yes, the order being taken for one boot, it must be so.

12395. And then with regard to the goods that you store, do you keep them all separate?

There they are in stock, and when they are sold they are done with.

12396. And do you keep the goods in stock separate in the case of every man you buy from?

Yes.

12397. And what do you do with regard to what you buy from these weekly men?

They hang in stock, and we sell them.

12398. Each one separate?

Yes; our customers know how much a week we get pretty well, and we get orders in that form.

12399. If a man came to you and, driven by necessity, sold you a parcel of goods at less than cost price, you say that it would be no advantage to you because you could not supply your customer with more of those goods?

We should not look upon it as an ultimate advantage.

12400. But you would make the difference between paying less than cost price, and paying more than cost price; you would make the difference between paying an excessively low price, and paying what would give the man a fair profit; and all that difference would go into your pockets?

No,

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[Continued.]

No, I do not think it would in our case, because if we bought the goods cheap we should sell them cheap.

12401. You mean that if you bought them exceptionally cheap, you would feel bound to sell them cheap?

No, I do not say that we should feel bound, but we should do it, probably.

12402. I do not understand why it would be no decided benefit to you to get a parcel at less than cost price, because you could not supply your customer ultimately with the same article; the price that you paid for the goods would not be effected by your not supplying the same article again?

I have got no individual case before me; I should not have mentioned this, only that I heard that statement made of its existing to a large extent, which, I say, has no foundation.

12403. The general allegation made with respect to the factors is that they are able to buy, by some means or other, cheaper than the trade generally, and therefore cut down the prices; and that you say is not the case?

I daresay they do buy better than the shopkeeper; they naturally should.

12404. I am not talking of a retail shopkeeper, but manufacturers?

Nothing of the kind; there are wholesale houses in the trade that buy a great deal better than I do, very large manufacturers, not a doubt about it.

12405. You act, in fact, as a necessary agent in distributing the work which you buy in from all parts of the country, namely, to the retail dealers?

We do.

The Witness is directed to withdraw.

MR. WILLIAM FRANCIS DARNELL, is called in; and, having been sworn, is Examined, as follows:

12406. *Chairman.*] You are also a factor?

I am.

12407. How long have you been in the trade?

Nearly 30 years; that is, my father was before me.

12408. Then it would not be correct to say that factors have only been in existence for only eight or ten years; that they are quite a new thing in the trade?

No; I might suggest that probably there are more in London than there were 10 or 12 years back.

12409. Have you heard the evidence given by the last witness?

I have.

12410. Do you agree in general with it?

Yes, I confirm it in the main.

12411. Have you any points which you would like to add to it or to correct in it?

No; I do not think there is anything that I wish to correct; in the main I agree with it entirely.

12412. Can you give me any idea of the number of different kinds of goods that you buy?

Do you mean the kinds, or the qualities?

12413. The kinds, the different classes or "lines" of goods?

It would be difficult to give an opinion in that way, because there are so many varieties. We, in our trade, attempt to do what we call a common and a middle-class trade.

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Mr. DARNELL.

[Continued.]

12414. What is the common and the middle-class trade?

It would apply, of course, differently with ladies' to men's boots; the same with children's; there are distinct grades of qualities in each particular kind.

12415. But they are distinguishable, I suppose, and distinguished, are they not?

Yes.

12416. A man can write to you and say, I want so-and-so, specifying the kind of thing he wants?

Yes; we should require the price as well as the description to identify it clearly; but the description would convey a clear idea, to an extent, of the quality.

12417. Are prices arranged according to a regular fixed scale for the different classes of goods?

Yes; to some extent it might be variable, according to alteration of fashion, but only to a slight degree.

12418. Do you buy mostly from London or from the country?

Our business is divided about equally, I think, between town and country; without a calculation I should say so.

12419. And you sell to retailers?

We sell to retailers.

12420. Do you buy your goods on orders, or do you buy them up and store them?

We buy them and store them.

12421. And then your customers come and take what they want?

And make selections from the stock we have.

12422. Does it often happen to you that you find yourselves with an unsaleable stock, owing to changes of fashion?

Not very frequently.

12423. If the case did arise, you would have to sell at some considerable sacrifice?

Yes; then we should make a reduction, and make a clearance as soon as we could.

12424. Your business must be partially what I should call of a speculative character; you may occasionally find that you have bought too dear?

Yes, we might do that. Buying as we have to do, anticipating the season, we may overbuy ourselves, or may find that we have made a little miscalculation in our judgment, and that the kind of boots that we have stored are not as much in demand as we anticipated that they would be.

12425. How soon do you calculate to clear out your stock; I mean, do you buy at all times of the year?

Yes, we are buying at all times of the year.

12426. And selling at all times?

Yes.

12427. How long would goods remain generally in your warehouse?

Do you mean about how frequently we would turn over our stock?

12428. Yes?

About three or four times a year; some goods more frequently than that.

12429. Lord Sandhurst.] Do you find that trade has improved this last two years?

We cannot certify any great improvement.

12430. Chairman.] Are you paying less now than you were, say five years ago?

If you mean less for the goods generally There is no material alteration, I think.

12431. Less

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Mr. DARNELL.

[*Continued.*]

12431. Less than ten years ago ?

Yes, less than ten years ago.

12432. Considerably ?

Boots are made now rather differently from what they were ten years ago ; they are better made probably than they were ten years ago.

12433. They are better, but cheaper ?

Yes, the tendency is for them to cheapen.

12434. Do you buy foreign goods, too ?

Very little.

12435. How is that ?

It does not meet the demand that we have, or it is a trade that we could not have cultivated either.

12436. Is it not the case that foreign goods are in competition with English goods largely ?

Foreign goods are only in particular kinds, so far as my experience goes, and in London, I believe, there are agents or certain houses who endeavour to make a speciality of a particular kind of foreign imported goods.

12437. Lord *Clinton*.] You say that goods have become cheaper in the last 10 years ; how do you account for that ?

It is a question rather difficult to answer.

12438. Is it due to the introduction of machinery ?

That might have had something to do with it in all probability.

12439. And foreign competition ?

I do not think foreign competition applies so much ; I have failed to see that, as far as my experience goes.

12440. *Chairman*.] Do you export to the colonies at all ?

Not to any very great extent ; we do occasionally.

12441. Can you say that the quality has improved also of the goods that you export to the colonies ?

My experience of that branch of the trade is very limited, so that I could hardly give an opinion.

12442. But you think that the quality has improved in the home market ?

Yes, I think so.

12443. Even of the inferior quality ?

Yes ; that is, we find that goods are made now on a far better principle than they were 15 or 20 years back with regard to the shape of the foot, and the comfort of the wearer, and things of that kind ; there is a greater variety of fitting kept in stock than there used to be.

12444. Lord *Clifford of Chudleigh*.] I suppose nearly all the boots you have are machine-made boots ?

The great bulk of them.

12445. Do you not have any hand-sewn ?

They are hand-sewn, but of the light kinds, confined to ladies' fancy shoes ; those would be hand-sewn.

12446. But not in the substantial kinds ?

No.

The Witness is directed to withdraw.

15th November 1888.

MR. MICHEL LION is called in ; and, having been sworn, is Examined,
as follows :

12447. *Chairman.*] ARE you a member of the firm of Lion and Lion ?
Lion and Son.

12448. Boot manufacturers ?
Yes.

12449. Do you manufacture on a large scale ?
On a medium large scale.

12450. Do you buy from factors ?
No.

12451. You buy in nothing ?
We buy in very little.

12452. What do you buy in ; foreign goods ?
Only at odd times, which cannot be called buying in ; we manufacture every-
thing, and we sell only what we manufacture.

12453. What class of goods do you manufacture ?
Children's ; all that machine-sewn work made by women called needle-work ;
sewn-round goods, that is slippers, dancing and evening shoes. Then there
would be rivetted and machine-sewns, which would be classed together.

12454. How many hands do you employ in your factory ?
Indoors, where we do not manufacture, we employ about 100 or 120 men
Then we have a factory close by us in Sun-street, where we employ about, I
think, 80. We employ 120 where we cut out, and give the work out, and keep
stock, very heavy stock, and pack the goods for home and export.

12455. Are those men ?
Men and women ; there are about 20 women ; they are used for trimming the
shoes and lacing them.

12456. Then the cut-out goods go from there to the other factory ?
The cut-out goods come downstairs from the cutting-out room, and go out of
doors to the machinist or closer ; they are brought in then, and are fitted up
from what is called the rough stuff, or the bottom department, the sole depart-
ment ; then they are brought again into the place where the work is given out
they are partly given out of doors to lasters, and a portion of them is given
to the factory in Sun-street.

12457. And lasted there ?
And lasted there. We sew all the work by sewing machines ourselves, and
we heel most of the work ourselves. This alludes to machine-sewn goods.
I am not now speaking of the two first sorts that I mentioned just now. When
that is completed, that is part factory work and part outdoor work ; they are
given out to finishers to complete, consisting to the extent of very nearly two-
thirds of what you would call sweated work, or about half, perhaps, between
half and two-thirds ; and the rest given out to English workmen ; that would
be considered sweated work ; all given at the very same price and under the
same conditions.

12458. When you say that the rest would be given out to Englishmen
but that it would be considered sweated work, do you mean to individual
makers ?
Yes.

12459. A portion you give out to them, and a portion you give to the
sweaters ?
Yes.

12460. You pay the same price in both cases ?
Always the same price.

12461. The

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Mr. LION.

[Continued.]

12461. Then why do you employ any sweaters at all?

For the reason that there are not sufficient Englishmen to do the work; we prefer the Englishmen to do the work if we could get the workmen to do it.

12462. Why do you prefer the English workmen?

They have a cleaner nature in bringing their work in, and they do not demand such a quantity of boots out at a time, which is injurious very often to the workmanship.

12463. Do you employ English in your two factories?

Nearly all English. In the factory in Sun-street where there are lasters they would be all English; I do not think there would be one otherwise.

12464. What do you pay for the finishing?

The finishing would commence about as low as 3 *d.* per pair, averaging about 5 *d.*, and sometimes would be as much as 1 *s.*; the extreme price paid for one pair of boots, finishing.

12465. Do you know at all the condition and circumstances of the sweaters to whom you give the work out; how many men they employ?

Yes; I have been to their homes at times, not latterly, but formerly I used to do so.

12466. How many do they employ as a rule?

I have seen about six or seven in one room as a rule.

12467. There would be the man himself; and the man would employ one knifer?

One knifer and the rest would be finishers

12468. And how many would you give out to such a man?

According to the season of the year; when the busy time is we are glad to give them out as many as they will take, because we cannot get sufficient workmen: then they would get from six to nine dozen a day coming in every day.

12469. Do they take them out every day and bring them back?

Nearly every day. Then, in the slack time of the year, instead of six or nine dozen, they would get from two to three dozen.

12470. Not quite half of what they would get in the busy time?

Hardly; then they naturally would not have so many workpeople.

12471. And what would that bring in at the price you would give him?

You mean to the master that fetches the work. I cannot say what profit he would get.

12472. I mean what would he get from you altogether?

From 5 *l.* to something like as much as 10 *l.* a week.

12473. In such a case as you mentioned, that would have to go to the master's profit and to the payment of a knifer and six finishers?

He would not get so much as 10 *l.* perhaps for that, because at times his own finishers in his house work for other factories besides. I cannot average what they would get themselves. Some of our finishers work for other factories besides ourselves.

12474. You said just now you would give out nine dozen in the busy time?

Yes; and three or four in the slack time.

12475. But you mean that the men could do more than that?

Yes; they seem to be able to do any quantity; that is the advantage of the foreign work, which you call sweaters' labour, that the demand very often is much too great for the English workmen to be able to supply.

12476. What do you mean when you say that they seem to be able to do any quantity?

During some times of the year when trade is not so brisk, these master sweaters appear to be able to get as much labour as they require.

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Mr. LION.

[Continued.]

12477. Men cannot employ more than a certain number of people?

If they have one knifer they can have three or four finishers; if they have as many as six knifers, they can have 24 finishers.

12478. I am speaking of the case you mentioned originally of a man who worked for you; a man who employs one knifer besides himself, and six finishers; how much work would that man be able to take in in the busy season?

He might augment his staff.

12479. But I mean with that staff?

I should think from six to eight dozen a day.

12480. But what would the value of that six or eight dozen a day be to the master sweater?

I said before that it would be 5 s. a dozen, the average price for finishing, and six dozen therefore would be 30 s. for five days a week; that would be 7 l. 10 s.

12481. And in the slack season less than half that?

The slack season with us does not last very long, only for a few weeks, but there is a slacker season, I believe, amongst other small manufacturers.

12482. Lord Sandhurst.] About what time of the year is your slack season?

This is the slack season; the busy time commences directly after Christmas, as soon as the spring samples are out; wholesale customers give their orders then; and the busiest season of the year is from Easter to Whitsuntide; that is the time when all the strikes occur, as soon as the manufacturers are busy (I am alluding to London), and then afterwards it is pretty busy till the cold season comes on, when the winter orders are to be taken. London does not get many winter orders for the reason that the boot manufactured in London is not very solid.

12483. I suppose a lot of bootmakers are turned out of employment in the slack season?

They are not so well employed, but to my knowledge there are not many boot operatives that are entirely out of employment; only they exist upon less.

12484. Chairman.] I suppose you can give us no information of your own knowledge as to the average wages earned by finishers; those I mean employed by the master sweaters?

I have inquired, and I find that they earn from 25 s. to 30 s. a week.

12485. All the year round?

Pretty well all the year round.

12486. What do you mean by "pretty well all the year round"?

There are a few weeks when a man would not earn quite so much.

12487. Do you think taking from the lowest of the trade to the top, taking the trade right through, with regard to these finishers working for sweaters, it would be correct to say, taking their average rate of wages all the year round, that it was 20 l.?

Yes.

12488. Good, bad, and indifferent together?

Quite that.

12489. Not less than that?

No, not less than that.

12490. They are very nearly all foreigners, are they not?

The majority are foreigners. We have a great deal of the same class of work, the lowest class of work, finished by English people; that is to say the lowest class of work, that done by foreigners, English people are glad to take and make a good living on it.

12491. Where do they work?

The work at home for themselves.

12492. Not

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Mr. LION.

[Continued.]

12492. Not for these sweating masters ?
No.

12493. I think I understood you say that you preferred the English work when you can get it ?
Yes.

12494. That it is better in quality ?
A cleaner nature ; and they do not seem to want so many at a time ; and quality has to suffer sometimes for quantity.

12495. What number of hours do you work in the factory ?
From eight to seven.

12496. I suppose you know nothing about the length of hours worked by the sweaters ?

From my recollection I do not think they work more hours than in an ordinary factory, or very little more ; but then their times of working are very often Thursday nights ; when the work is wanted rather much for Friday, they seem to work in the night. Then they would be in the same category as a journalist who works on Thursday night, and then very likely would go to bed on Friday.

12497. You mean that they do not work a greater number of hours in the week, but a greater number of hours on one or two days ?

At times. On Saturday they do not work at all ; then very often there are holidays coming along ; and Sundays they only pretend to work for two or three hours in the morning.

12498. Do you know this of your own knowledge ?
Yes.

12499. How did you find it out ?
I inquire of the men that come in with the work to us from the masters ; I am pretty well acquainted with the ways and means of these sweaters.

12500. You consider the sweaters useful, but you would prefer to get the work done by individual hands if you could ?

Yes ; and I consider that if it was not for this foreign element of labour that we have only had for these last few years, the trade that is being done would certainly have entirely gone to foreign countries. There has been a great demand in the colonies especially, and especially since the South African colonies have been opened for the low class of boot for the natives ; and the same thing in the West Indies.

12501. A demand for very cheap boots, you mean ?

Very cheap boots that require very little substance to the boot the climate being dry ; and these people can afford very little for their boots ; and the Swiss and Germans are now competing very favourably for themselves in these colonies as against us.

12502. We have had it in evidence that foreign competition is not much felt in the colonial market ?

I find it is different ; that it is felt.

12503. In this very cheap class of goods ?
In the cheaper class of goods.

12504. And do you mean that the English could not have made that cheap class of goods at the price, and that it would not have been made here at all without the foreign element ?

Yes, I am positive of it. The Trade Unions here have classified the work, so that it is an impossibility to make anything except what they allow you to make, and they put every restriction possible on the manufacturer. We once had a great number of Trades Union men, and we were obliged to part with them, from the fact that it was impossible to work comfortably together ; they struck without reason, and they were so autocratic in their ways of dealing that we preferred to go to those who would work in a friendly way.

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Mr. LION.

[Continued.]

12505. I gather from that, that you think that if the foreign element had been restricted, or if it were to be restricted, the result would be that we should lose the export trade in that business altogether?

I think so. As a matter of cleanliness, the under-sweaters should be kept a little cleaner, I think.

12506. You mean that the sanitary conditions are not good?

Yes, the sanitary conditions are not good enough in the whole of the East of London, and that applies to these people's houses, just the same as to a good many others.

12507. You think that the sanitary condition of the foreign element is not inferior?

Except in exceptional cases I do. These foreigners work very steadily, and are very sober and industrious, and seem only anxious to get work.

12508. Then, as I understand you, you think that something should be done to ensure better sanitary conditions, but that is the only suggestion you would make?

I have no further suggestion to make as to the work-hands.

12509. But you think that anything that would check the foreign immigration would be probably followed by a loss of the export trade in the cheap articles?

It would be if the foreign element was taken away from us now.

12510. Lord *Clifford of Chudleigh*.] I do not quite understand why it injures the boots, giving many of them out at a time to the out-door workers?

They are bound then to be brought in a lot at a time, and when they are finished, when they get rubbed against one another, it takes the gloss away.

12511. And you do not think from the amount of work you give out to the sweaters and the single hands, that the sweaters must necessarily work longer hours than the men who work singly?

I do not think so.

12512. Of course you can only tell roughly by that?

Yes, I have no reason to think that the hours of the sweater during the whole week are more. He may at times work more; as soon as he gets the work he does; it and when he has little work he is able to do with less hours.

The Witness is directed to withdraw.

Ordered, That this Committee be adjourned to Tuesday next,
Eleven o'clock.

Die Martis, 20^o Novembris, 1888.

LORDS PRESENT:

Lord Archbishop of CANTERBURY.
 Earl of DERBY.
 Earl of ONSLOW.
 Viscount GORDON (*Earl of Aberdeen*).
 Lord CLINTON.
 Lord CLIFFORD OF CHUDLEIGH.

Lord FOXFORD (*Earl of Limerick*).
 Lord KENRY (*Earl of Dunraven and Mount-Earl*).
 Lord ROTHSCHILD.
 Lord THRING.

LORD KENRY (EARL OF DUNRAVEN AND MOUNT-EARL), IN THE CHAIR.

MR. BENJAMIN TILLET is called in ; and having been sworn, is
 Examined, as follows :

12513. *Chairman.*] You are the Secretary of the Dock Labourers' Union ?
 Yes.

12514. Can you tell us how many members there are in the society ?
 About 2,400.

12515. Does that comprise men working at all the docks in London ?
 At all the docks, and most of the wharves.

12516. Are you a dock labourer yourself ?
 Yes.

12517. How long have you been in that trade ?
 Twelve years. I have spent the best part of the 12 years in wharf work, which is identical with dock work, with the exception of the unloading of vessels ; all the warehousing is done on the same lines as it is done in the docks.

12518. How long have you been secretary of this Dock Labourers' Union ?
 Fifteen months.

12519. Is that the only society existing among the dock labourers ?
 The only *bonâ fide* society.

12520. What do you mean by the only *bonâ fide* society ?
 There has been a society under the leadership of T. M. Kelly ; but that has no body.

12521. You consider yours the only *bonâ fide* society ?
 Yes.

12522. How many dock labourers do you estimate are at the docks and wharves in the port of London ?
 About 100,000.

12523. And out of that 100,000 only 2,400 belong to any union ?
 That is all at present.

12524. Can you tell the Committee how many docks there are in London ?

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Mr. TILLET.

[*Continued.*]

The London and St. Katherine's; the Albert and the Victoria Docks belong to that company. The East and West India Docks, which comprise the East and West and South Docks and the Tilbury Dock; the Millwall Dock, the Surrey Commercial Dock, and the Regent's Canal Dock.

12525. How many of these are amalgamated?

The East and West Indian Dock and the London and St. Katherine's; they are the only docks which are amalgamated under a working agreement.

12526. Perhaps you would explain the difference between the work at the docks and the work on the wharves?

The only difference is that the docks undertake the unloading of vessels. The goods are sometimes warehoused and weighed, and then they have to go through the same process as they would have to go through at a wharf; but they are discharged into barges, and then taken to the wharves, or sent by rail or by the vans that take the goods to the various warehouses and wharves; but the weighing, the piling, the re-weighing, and the general manipulation of affairs are carried on in the same way at the wharves that they are at the docks.

12527. And all that you have to say would apply equally to the docks and to the wharves?

Yes.

12528. Is the work carried on in these various docks in the same way in all of them?

No; there is a difference. At the East and West India Dock there is a system of task-work; piece-work. A certain amount of money is allowed, and the men, of course, do not understand what it means, or the amount of work they have to do to get what we call a "plus"; that is to say, if there is any surplus left over the amount of money that is allowed upon so many tons being discharged or weighed, whatever it may be, the "plus" is shared among the men.

12529. Perhaps you will go into that more fully later on. I want to find out first of all what the different systems are in the different docks you have told us of. In the East and West India Dock the work is done by task-work, you say; now, with regard to the other ones, how is it done in them?

By contract work.

12530. In all the others?

In nearly all the others; and there is a great amount of contract work done by the East and West India Dock Company.

12531. I suppose you are acquainted with all the various kinds of work that are done at docks and wharves?

Yes, pretty well.

12532. Then would you please describe the work?

At certain docks the whole of the work is done by contract; the first contractor will be the dock company.

12533. I want to ask first of all what is the variety of descriptions of work that is done in the docks?

There is the unloading of the vessel, there is the landing of the goods upon the quay; there is the warehousing of the same when the docks take it; or loading up the barges to be sent off to the wharves; then the goods are taken inside, and they are weighed, marked, sampled, and rummaged, and delivered.

12534. Then I suppose different classes of workmen do these different kinds of work?

Yes.

12535. Every branch of the work is carried out by a particular branch of workmen?

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Mr. TILLET.

[Continued.]

By particular workmen; but the rough labour in nearly all branches can be done by the same men.

12536. That is to say, the unloading and the piling?

Yes.

12537. Now, I want to find out from you the difference between these two methods, the one pursued in the East and West India Docks of taskwork; and the other pursued in the other docks; of work given out by contract. Perhaps you would explain first of all how the work is given out by contract?

The Dock Company are the first contractor, and at the Millwall Docks it is let out to a sub-contractor; a general contractor, who is a kind of manager; he has the unloading and the loading at the rate of 1 s. 8 d. a ton. For the unloading it is 10½ d.; when the two are worked together, the in and out, he gets 1 s. 8 d. That some kind of work is let to sub-contractors at the rate of 4 d. and 4½ d. per ton for in or out.

12538. Do you mean that this contractor has the contract for unloading and loading the whole of the shipping in the Millwall Dock?

Yes, in the Millwall Dock.

12539. Who makes the first agreement with the Dock Company; who pays the Dock Company; the merchant?

The shipper has to pay for the unloading of his vessel, and the merchant has to pay for the landing and warehouse work, and the delivery of the goods.

12540. I suppose they pay the Dock Company?

They pay the Dock Company.

12541. Do you know what the Dock Company charges them?

I have a list of the charges here which I can show your Lordships. Sugar would be about the best thing that we could speak of, and that is charged at the rate of about 4 s. 2 d. a ton; "sugar in casks landing, 4 s. 2 d. a ton; re-weighing, re-piling, or re-housing, 2 s. 2 d.; land conveyance, 2 s. 1 d.; water conveyance, 4 s. 2 d."

12542. Those, I understand, are the charges made by the Dock Company to the merchants for unloading or loading these ships?

Yes; and 4 s. 2 d. to the shipowner.

12543. What does it mean by "land conveyance" and "water conveyance"?

In the case of land conveyance the goods are taken by the Dock Company's vans to the various warehouses; in the case of water conveyance they are taken in the barges to the same.

12544. That is the charge made by the Dock Company to the merchant?

By the Dock Company to the merchant.

12545. Then, as I understand you, the Dock Company lets out the whole of the loading and unloading to a contractor?

At the Millwall Docks, and the London and St. Katherine's; at four of the docks that belong to that same company. It is let out in some branches of the East and West India Docks. It is let out to contractors; but the most of the work there is carried on by what is called task-work.

12546. Let us confine ourselves for a moment to the contract work, and to the Millwall Dock; I understand that all the loading and unloading of all the shipping of the dock is let out by the Dock Company to one contractor?

Yes.

12547. Then, how is the other work done; is the land carriage and water carriage also let out?

That is let out by contract.

12548. To the same person?

(50.)

P

Not

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Mr. TILLET.

[Continued.]

Not to the same person. He gives this contract out to a whole army of sub-contractors.

12549. Wait a moment. The loading and unloading is, you say, given out to one man; I want to know whether the other part of the charges, land carriage and water carriage, is also given out to the same man?

No.

12550. Then you say that this contractor sub-lets the loading and unloading to somebody else?

Yes.

12551. To a great number of others?

Yes.

12552. And did I understand you to say that they in their turn sub-let it again?

Yes.

12553. How many hands does it go through?

There is the possibility of its going through seven hands; in the majority of cases there are three who have it.

12554. Do you mean by "possibility" that it ever occurs that it goes through seven hands?

It very often goes through seven hands.

12555. I forget now what price you said the Dock Company put it out at?

At the Millwall Docks it is undertaken by a gentleman named Hovey Maltby Brittan for 1 s. 8 d., what is commonly understood as in and out working; that is again sub-let at the rate of 4½ d. or 4 d. a ton, in or out.

12556. But then supposing it goes through seven hands, do you mean to say that the second hand it passed through could only get the 4½ d. for doing it, and that the price would be still further diminished as it went through these seven hands?

That contract coming down from 1 s. 8 d. to 4 d. would not go through the seven hands. Before the contractor has the absolute power that he has at present, he would not be able to get an independent man to work it at the price of 4 d., but he would have to give one man a matter of 10 d., and another man a matter of 8 d.; but now he can always get an intelligent man to work it for 4 d., in or out.

12557. Do I understand you that the 4 d. is the price that the last contractor who actually gets the work done receives?

That is the price.

12558. And that the price that the first contractor gets is 1 s. 8 d.?

Yes, at the Millwall Docks.

12559. And that 1 s. 8 d. comes down to 4 d.?

Yes; in or out.

12560. Earl of *Limerick*.] Is it the worker or a contractor who gets the 4 d.?

A sub-contractor, who is a worker. If he wants to earn any more he has to work with the rest of the men; and if there is any surplus over the amount after he has paid the wages to the men, that comes to him; but in some cases the work is done piecework, and the men take it together. It has been known for them to earn only 3 d. an hour.

12561. Lord *Clinton*.] The last contractor works himself, you say?

Yes, with the men.

12562. *Chairman*.] How is the work of unloading a ship divided?

The work of unloading the ship is done in this way: One contractor takes the unloading of the vessel, and another sub-contractor takes the landing of the same. One engages his man to work out the cargo, and he puts them in sets; then there are what you call two lifts; there may be two purchases (those are the

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Mr. TILLET.

[Continued.]

the chains that are lowered into the hold) at work, and they are taking up the bales or the sets that are made up by the men who are in the hold; then he has a man upon deck to sheer them off from the hatchway, and they are lifted up higher and put down over the side and landed over a shoot on the quay, or dropped down on the quay. Then the quay worker has his man to take them away with trucks or carry them, and they are piled away all ready for weighing under the shed.

12563. How many sub-contractors would be employed in unloading a vessel of say 5,000 tons?

The London and St. Katharine's Docks only employ one man; he is a sub-contractor; but the quay work is let out to many men.

12564. That is what I want to find out; how many different contractors would be going on at the same time in unloading one ship. The unloading, I understand you, would be done by one man; the quay work by another?

At No. 4 shed in the Albert Dock a man named Barker is the contractor there; he does both the ship work and the quay work; he sub-lets his contract for quay work out to four other men.

12565. How many men would be employed in unloading a large ship of say 5,000 tons?

In the case of one of the large mail boats that come in, 60 men would be the average number of those employed.

12566. And they would be divided into gangs?

Into gangs; so many in one hold and so many in the other. Sometimes there are four hatchways at work, and then the men are equally divided.

12567. Then I want to return, for a moment, to this contracting. One man, I understand you, is the contractor for the whole of the work of loading and unloading, say in the Millwall Dock; does he sub-contract it generally one ship at a time, or does the sub-contract take, generally, a number of ships?

No; he sub-lets it, one job at a time.

12568. One ship at a time, do you mean?

One ship at a time.

12569. You mean that the sub-contracts never include two or three or more ships?

No, not in the Millwall Docks.

12570. But they would in other docks?

Yes.

12571. And the last contractor works himself, as I understand you?

Yes, in the Millwall Docks.

12572. What work would he do?

He would do the superior work that would require a little more skill and intelligence than the rest of it; he would be a piler, or help to load up; piling up the goods into blocks; or he would weigh them; he would have to mark out the ground, and measure it for the weight and number of goods that would be put there.

12573. He would take the contract to unload a certain number of tons of a ship at so much a ton?

Yes.

12574. Then how would he pay the men; so much a ton?

No; he pays the men, in some instances, 5 *d.* an hour; in other instances, 6 *d.* an hour.

12575. He pays them by time?

Yes.

12576. Can you tell us at all what proportion the labour bears to the ton. This man that got 4½ *d.* a ton, how much would he have to pay in wages, at the rate you have mentioned?

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Mr. TILLET.

[Continued.]

We will take a vessel of about 5,000 tons, not a mail boat; the mail boats require unloading with greater dispatch. This is a case where the men are paid the highest price; 48 men will be able to work this ship; and even if they are engaged for the whole of the eight hours they receive 4 s., that is to say, at the rate of 5 d. an hour; and these 48 men will be able to unload at the rate of 900 tons a day in the eight hours. At the price paid by the London and St. Katharine's Dock Company to this contractor, which is 5½ d. a ton, the 900 tons would amount to 20 l. 12 s. 6 d.; he would pay for labour 9 l. 6 s., and the contractor would be able to pocket 11 l. 6 s. 6 d.

12577. He being a man who works himself?

No, not in this particular case. This is what we call a superior contractor.

12578. Did you calculate it out, as regards the case you were speaking of in Millwall Docks, at the rate of 4½ d. a ton?

The rate per tonnage being so low, it leaves a very small possibility of a profit to the contractor.

12579. What you complain of, I understand, in a case of that kind, would be, not that the last contractor was getting an undue profit, but that an undue proportion of the profit was absorbed by the various hands through which the contract was passed?

Yes, that is our difficulty.

12580. How is the rate of wages settled that the men are to receive; is there a regular statement of prices?

No. At one dock the company gives 4 d. an hour, at another dock the price is 5 d., and at another dock 6 d.

12581. You say that "the company" gives?

The company make their contractors at one of the docks pay at the rate of 6 d. an hour.

12582. Pay their labour you mean?

Pay their labour. In the case of the East and West India Dock Company, there is no rule to that effect.

12583. I understand you that at some of the docks the dock companies insist that a certain rate of wage shall be paid for labour; and that others of the dock companies do not insist upon it?

Yes, that is a rule that has been made; and another rule that has been made is that the men shall not be employed for less than four hours, although the dock companies never observe this rule themselves, and it has never been respected by the contractors themselves either; men are taken on for an hour or half an hour at a time.

12584. Is there no rate of wages settled in the trade itself; in your union, for instance?

No; because our object is to get a uniform rate of wages.

12585. That is why I asked you whether you have not made any statement of wages?

No; that has not been fixed yet, because the men have not been organised. We reform, so far as we can, piecemeal.

12586. Then the prices, I suppose, vary at the different docks?

Yes.

12587. And have you any idea of what makes them vary?

That has a lot to do with the superintendent of the dock; and it has a lot to do with the directors and secretary.

12588. But in the case you were speaking about, this suppositious case at Millwall, I suppose the last contractor, the man who has to get the work done, makes his own arrangement with the labourers he employs?

Yes.

12589. He

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12589. He and the workmen settle between themselves what price per hour they are to be paid?

Yes.

12590. I believe there is a great competition to get work in the docks, is there not?

Yes; there are about 100 men at least for every job that would take 40.

12591. So that the contractor has no trouble in getting labour?

No, no trouble whatever.

12592. I think you said that the men were taken on for short periods?

Yes.

12593. Not for a whole day?

No; a man when he is engaged has no idea whether he is going to have labour for an hour or the day; and there is no guarantee given him either.

12594. Is it a fact that men are taken on till dinner time and then discharged, and then taken on again after dinner time?

Yes.

12595. In order to save the dinner hour?

Yes; and the same men are taken on at half-past seven by the dock companies, as well as the contractors, for eight o'clock. Men are at work sometimes 20 minutes, sometimes 25 minutes before the time their pay commences, and they are often kept at work a quarter of an hour or 20 minutes after it ceases.

12596. Why do they submit to that?

Because their numbers are so large, and the unity among them is too little; and they are forced by other conditions to accept almost anything to get a living.

12597. Has this system of doing work by contract always existed among these docks as it exists now?

No; it has been in existence about 16 years.

12598. How was the work carried on before that?

By time work, it was then.

12599. And since 16 years ago they have applied this plan of putting the work out to contract?

Yes.

12600. Do you know why that was done?

It relieved the dock companies from the responsibilities under the Employers Liability Act, and it saves them a lot of clerk work; and there is an inducement offered to the man to hurry the men on who are under him; and the less number of hands he employs the greater his profit; and the dock companies have followed him up; as he has been able to economise and limit labour, so the dock companies follow him up, and they take so much off his contract; say that they gave him a shilling a ton when the contract started; the same work would have to be done now for 5½ d.

12601. You say that the docks are not responsible for accidents sustained?

No, not under the contract system.

12602. Are accidents frequent?

Yes, very frequent; there is not a dock in London but what has one or two men either killed or maimed for life every week.

12603. And you say that in the case of accident the workman has no remedy at law against the contractor or the dock company?

No, not under the contract system. When he works under the contract system he has no remedy against the dock company; and his legal remedy against the contractor is practically useless, because the contractor has no means, at least the contractor is supposed to have no means.

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12604. Who

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12604. What do you mean by saying that he is supposed to have no means?

The same contractor that has no money to compensate the widow of a man that may be killed is able to be a landlord, and to be the possessor of a high stepper worth about 90 *l.*, gig, &c., and the same man is able to go and buy a house for 1,000 *l.*

12605. Then I do not see why the workmen should not proceed against him to recover in the case of accident?

It has never been able to be done yet.

12606. Why not?

Because of the poverty that is always pleaded by these men.

12607. But has it ever been tried to be done?

It has been tried to be done by them in cases of accidents; I have never had one come under my notice, but I have known men who have met with accidents who have gone to their solicitor, and the solicitor has sent a letter to the dock company, and they have never been able to come to anything.

12608. What I understand you to say is that there is no remedy against the dock company?

That is the case; there is no remedy against the dock company.

12609. And then I understand you to say that practically there is no remedy against the contractor, because he is supposed to be too poor?

Yes, that is it.

12610. But you contend that he is not really too poor?

Yes, I do; there are cases which I can cite where these men are owners of houses.

12611. Then what I want to find out from you is why it is that in a case of that kind the workman does not proceed against the contractor?

The only answer that I can give your Lordship is this, that the men have tried, and have never been able to succeed.

12612. They have tried against the contractor, have they?

Against the contractor, and they have never been able to succeed; he has always been able to hide himself.

12613. You said just now that you knew cases where the workmen had consulted their solicitor, and the solicitor had applied to the dock company without getting any satisfaction; but do you know cases where the solicitor has applied to the contractor?

No; I do not know that he has gone to the contractor, though I have advised these men themselves to always go to the contractor instead of to the company.

12614. As a matter of fact you say that they do not go to the contractor, and you do not exactly know why they do not?

That is the case.

12615. To get rid of the responsibility in this matter you say is one of the reasons why this contract system was adopted?

Yes.

12616. And the other reasons given by you were that it is for the convenience and advantage of the dock companies?

Yes.

12617. Have the contract prices which the dock company put out work at tended to become less and less?

Yes; the price has gone down more than 50 per cent. since it was first started.

12618. In the last 16 years, that is to say?

Yes. The contract for weighing wool in the London Docks was 3 *s.* 6 *d.* when the contract was first started, and now it is 1 *s.* 3 *d.*

12619. And

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12619. And has the rate of wages of the men gone down correspondingly?

The contractors have been able to work the men harder than they used to do; and with the advantage of improved machinery they have been able to make ends meet.

12620. I asked you whether the rate of wages had gone down correspondingly; that is to say, over 60 per cent.?

No; the wages per hour have not gone down, but the work that an ordinary dock labourer can claim now, compared with 16 years or 20 years ago, is about two-thirds less. Seventeen or 20 years ago an ordinary dock labourer could average 10 months work throughout the year; now the ordinary dock labourer is lucky if he gets five.

12621. How many hours a day did he work 16 years ago?

It was more often 10 than anything else.

12622. And what does he work now?

About three hours a day on the average.

12623. Then, as I understand you, you say that the rate of wages has not gone down in the last 16 years, but then it is impossible for a man to earn more than a third now of what he could earn 16 years ago?

Yes, that is quite correct.

12624. In what way is that owing to this contract system?

Before the contract system was adopted by the docks more men used to be employed in a gang. It used to be generally understood that there should be a certain number of men at certain jobs; now instead of two men being on a particular job there is only one. It used to be that these two men, we will say the pilers, had to pile the goods from the trucks on to the pile, and the truck man only had to do his trucking work; now they dispense with the service of one of those two pilers, and the truck man has to load up, truck his goods, and help this man to pile.

12625. That is to say, they manage to do the work with a great deal less labour than formerly?

Yes.

12626. Do you object to that?

Certainly, we object to that, because instead of 15 or 16 men being employed there are only about eight; and especially in the hold it makes it very dangerous for the men who are down there when they have to work short handed.

12627. Do I understand you that you object to eight men doing work if they can do it, which was formerly done by 16?

They cannot do it fairly and squarely, because there is greater danger to them.

12628. You think that risk to life and of injury is incurred owing to their being under-handed?

Yes.

12629. Has not machinery enabled the same quantity of work to be done with much fewer hands?

A vessel now of 5,000 tons could be discharged in less time than a vessel of 500 tons 18 or 20 years ago.

12630. That is owing to machinery?

Owing to machinery; and with a lesser number of hands employed.

12631. What kind of machinery is used; what is it used for?

Hydraulic for the unloading and the lifting, to do the warehouse work. Instead of a gang of men having to carry the goods on to another floor, that is very nearly all done by lift-work now, and that dispenses with the services of a large number of men.

12632. Do you object to that?

As workers, we object to that

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12633. You think that the introduction of machinery has been detrimental to your trade?

Yes.

12634. Because it enables the work to be done with fewer hands?

Yes.

12635. And you consider that a bad thing?

For the men themselves.

12636. Would you object to this contract system if the contract was put out straight, direct from the dock company to the men?

That is all that we have asked, or ask for. We asked Colonel Martindale 14 months ago for the same thing, that the contract should be given to the men direct, and that they should work on the co-operative principle.

12637. Who is Colonel Martindale?

The Chief of the London and St. Katherine's Dock.

12638. You would not object to the contract system provided the men got the contract straight from the dock?

That is all we require. But with regard to the contract that is given out in the East and West India Dock, on the wood quay the work of discharging and unloading vessels that are laden with wood used to be given out to contract; it was supposed to be 1 s. 3 d. a ton, but there was no money signed for; the bogus contractor had no means of ascertaining what amount of work had been done; the money was paid from the office; and he had no means of querying anything or reckoning it up. Generally the men who have the contract are men who could not estimate if they were put to the test.

12639. You mean could not estimate the quantity?

The quantity of work done or the amount of money coming to them. If the superintendent of the dock knew that a man was too intelligent the man would not have the work.

12640. I do not quite understand what you wish us to conclude from that?

That the whole affair is bogus.

12641. The contract?

Yes, in the East and West India Dock, and on this wood quay.

12642. What do you mean by bogus; do you mean that the man who takes the contract does not know what he is contracting for?

That is the case; it is quite clear the man who takes the contract signs for no money; he has no means of ascertaining what quantity of work has been done, and he has no means of estimating what amount of money has been earned.

12643. If I understand you, a man takes a contract to unload a ship at a certain price?

When a vessel comes in, and the contract is given to him, the manager calls him into his office, and he tells him that there is a certain quantity of work to be done, and he tells the same man to go and get his gang, and they are set to work; and that is all the contractor knows.

12644. The contractor is told that a certain amount of work has to be done, say, 500 tons to be discharged?

Yes.

12645. He makes a contract to discharge that 500 tons for so much a ton?

Yes.

12646. What I understand you to mean is that he does not know whether there are 500 tons?

Yes, he does not know, and he has no means of ascertaining.

12647. Cannot

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12647. Cannot he see the bill of lading?

If the man was too curious he would not be wanted there.

12648. Then I presume, what you mean is that the man who takes the contract may be contracting to do more than he thinks he has got to do?

Yes.

12649. And that the men employed by him may therefore have to discharge or load more cargo than they ought to have to discharge or load?

Yes.

12650. Can you tell me at all what the dock labourers numbered about 16 years ago; I think you said your experience went to 16 years ago?

No, it has not gone 12 years.

12651. Can you tell me at all what the numbers of the dock labourers were 12 years ago?

The number of dock labourers then would not be more than a third of what they are at present; it was a profession at that time.

12652. How do you mean "a profession"?

At that time a man who followed up dock labour did nothing else, and he could always reckon upon dock labour finding him work at least 10 months out of the 12; if he was a man that really wanted work, he could always be sure of 10 months work out of 12, at the rate of nine and 10 hours a day.

12653. But now the state of things is different?

You mean that has been altered wonderfully.

12654. There are a great many more men in the trade now?

They come from all quarters now.

12655. But then has not the amount of work to be done very largely increased?

But the machinery has been almost in advance of the increase of work.

12656. You think that the amount to be laden and discharged now could be done with the help of the machinery that exists, by the same number of hands that could do all the work of the docks 12 years ago?

Yes.

12657. And now you say that it is not a regular business, not a regular profession?

No.

12658. Do you mean that men work as dock labourers, and then go away and work at some other trade?

Yes; there are plenty of painters who get work in the summer, and who have to follow the docks when their work as painters fall off; then there are bricklayers' labourers; then there are the costers. I may say that the costers are coming to us now more than ever they were, because of the number of foreigners really that take up their particular trade. Then we have more coming from the skilled trades now than ever we had.

12659. What do you mean by the skilled trades?

Engineering work, tailoring work, shoemaking, baking, and the rope-making work. Since the introduction of machinery into the rope-making work, two-thirds almost are out of work that used to be employed in that.

12660. Then I understand you that two-thirds of the men working at the docks and wharves are not what you would call dock labourers by trade?

No.

12661. But men who have taken to the docks because they cannot work at their own trade; is that what you mean?

Yes.

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12662. How do you account for all these tailors, and rope-makers, and boot-makers, and others being out of work ; do you account for it by anything besides what you have mentioned, namely, the introduction of machinery ?

In the rope-making it has only been the machinery ; but with the tailoring and shoemaking, and the baking trade it is chiefly on account of the foreigners who are ousting our men ; and the trades are not left to the sons of the dock labourers. so that they may learn the trades.

12663. What I understood you to mean is this : That the children of the men who are working as tailors and bootmakers, and so on, are not able to follow their parents' trade because they are ousted by the foreigners ; is that what you mean ?

Yes, that is the case.

12664. How do you know that that is the case ; what makes you think so ?

When I was a lad I learnt the shoemaking myself ; and I am one that has practically been driven from the trade ; and there are many men in the same position with me ; and their number is increasing. If I were to go outside the London Docks and ask the men there whether they had been brought up to any trade, I should find that at least 25 per cent. of them had been at some trade ; and they are pretty well divided between the tailoring and the shoemaking ; especially the Irish cockney, whose parents were in the tailoring ; they have been driven to the docks.

12665. That may be ; but how do you know that that is owing to the foreigner ?

Because the price is so low, and the work is so irregular since the foreigners have come that the men are not able to get work in the slack season ; say in the boot-making there is a slack season of about four months, and the employer of labour, who used to keep on 16 or 17 lasters, we will say, is only able to keep on, on the average, about four now ; the other 12 have to find work at irregular jobs.

12666. Of course in this you are speaking second-hand ; have you worked yourself as a boot-maker ?

As a laster in London at Markie's in Finsbury.

12667. I suppose also in your position in your Trades Union you would come in contact with a great number of men who have worked as tailors and boot-makers, and so on ?

Yes.

12668. And you would speak with them, and they would talk to you as to the cause that led them to leave their trade ?

Yes.

12668. What I want to get at is this : When you can tell us that the ranks of the dock labourers are filled with men who were formerly bootmakers and tailors and that those men had been driven out of tailoring and bootmaking because their places were taken by foreigners, I want to know whether you are speaking of your own experience, and also, whether you are speaking from knowledge which you have gained from others, in your position as secretary of your union ?

That would be the case, certainly.

12770. I forget whether I asked you the rate of wages that men earned 12 or 16 years ago ; do you know what the rate was then ?

A docker 16 or 18 years ago could average right throughout the year about 24 s. or 25 s. a week ; now the same man does not average more than 7 s. right through. I might explain to your Lordships' that the reason of the uncertainty and inconstancy in the work is on account of the great number of men who are always waiting outside ready for work. Fifteen or 18 years ago if the dock people did not take their men in at a particular hour, they had no opportunity of finding them if they came out an hour or two afterwards ; and it was a regular rule for the men to work by the day, and to be employed the first thing.

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thing. Now the dock companies can have their men at any hour of the day. Most of them have built sheds and the men get under these sheds in the wet or bad weather, which saves them from going home; and so the dock companies can always rely upon finding a good number of men in the sheds.

12671. I understand from you that men working on the docks earn now a very low rate of wage on an average all the year round, and that they are subject to what you consider great hardships?

Yes.

12672. That is to say that you have mentioned that they are obliged to work before their pay commences, and obliged to work after their time of pay ceases?

Yes.

12673. That their work is very uncertain; that they do not know how long they are hired for; and that it is customary to hire them in the morning, discharge them before dinner, and hire them again after dinner, in order to avoid payment of the wage during the dinner time?

Yes.

12674. And the cause of this I gather from you, in your opinion, is the great competition to get work in the docks, the great number of men who are trying to get work in them?

Mainly.

12675. And I understand further from you that, in your opinion, the reason for that is that a great number of men are thrown out of employment in their own trades, bootmaking, tailoring, and so on?

Yes.

12676. And therefore I presume that, in your opinion, the evils you complain of are due, to some extent, to the fact that foreigners are pushing the Englishmen out of certain trades and industries in London?

Yes.

12677. Then you further complain of the contract system?

Yes.

12678. And I understand that what you have to say about that is that you do not object to the work being put out by contract; but you think that it ought to be put out direct to the men?

Yes, to the men.

12679. That it should not be filtered through three, or four, or five, or six hands, between the Dock Company who put out the contract, and the men who ultimately does the work?

That would be our view.

12680. Now you told us that at some of the docks the work is carried on upon a system altogether, not by contract?

No; by task-work or piece-work.

12681. Now I want to ask you about that; how is the work put out in that case?

The Dock Companies allow a certain amount of money for a certain given work; and if the number of hands employed are able to do this work at a less cost than the estimate of the Dock Company, the surplus is divided among the men after they have been paid their hourly wages, or it should be.

12682. Who organises the labour in the docks in the cases of which you are now speaking?

The warehouse keepers: and it is let through their foremen, and these foremen are paid a weekly wage; they are paid four or five shares, and they have a certain bonus at the end of every quarter. Supposing a vessel goes 4*d.* a day, the foreman of the docks would have four shares; that would be 1*s.* 4*d.*;

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besides his weekly pay; and then at the end of three months another amount of money would be shared out to him, or given to him by the Dock Company; of course we do not know that amount, but we know that that is the case.

12683. Let us take one particular dock; which dock will you take?
The East India Dock or the Tilbury Dock.

12684. Take one, take the East India Dock; how many foremen are there?
That I cannot say; it is a very large dock, and the number of foremen is uncertain; as the work increases so they make their foremen.

12685. I want to understand who conducts the operation for the dock company; is it a foreman?
Yes.

12686. Then say that a ship of 5,000 tons has got to be unloaded, what is the process; what do the dock company do?

The dock company tell their foreman to go out and engage the proper number of hands; (and the ship worker he is one foreman, and the quay worker is another foreman); takes his hands on, and the quay worker takes his as well; the number that he thinks is sufficient to work the vessel out is employed by him; and then the whole process goes on just the same as it would if it were two contracts.

12687. But the rate of wage is settled by the dock company?
Yes, it is settled by the dock company.

12688. The dock company say "We pay so much an hour"?
Yes.

12689. The foreman has nothing to do with settling that?
No

12690. Then the dock company tell their foreman to get a sufficient number of men to discharge so many tons?
Yes, that is the case.

12691. And the foreman, I presume, superintends his portion of the work, and pays the men their wages?
No; the men are paid from the office.

12692. Paid from the dock?
Yes, from the dock office.

12693. Then I do not understand what it is you complain of in that method of doing the work?

The men have no means of knowing what is the sum given for this piece-work.

12694. Is the foreman paid wages?
Yes, weekly wages; and he has his share of the work.

12695. That is what I want to get at from you; what do you mean by "has his share of the work"?

The work is given out, and is estimated at so much money per ton. If the number of hands employed to do that particular work do not take the full amount in their wages, if they work shorthanded, or work with a little more energy, the surplus left should be divided in what is called shares. If the shares go 3 *d.* a day, each of the dock labourers has his 3 *d.*; but the foreman, on the contrary, has four threepences, or has four shares to the other men's one, besides his weekly wage.

12696. I understand that the dock company settle the rate of wages at so much an hour?
Yes.

12697. They hand over a certain amount of work to be done to their foreman, and the men are paid by the hour?
Yes.

12698. Then

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12698. Then they estimate the amount of labour which ought to be able to do that amount of work, and the foreman gets that sum of money?

Yes.

12699. He gets the work done by as few hands as he can; and therefore saves a certain proportion of the money in that way?

Yes.

12700. And that saving, if any, is divided between the foreman and the men, the men sharing equally and the foreman getting four men's shares for himself?

Yes; that is the old way; but now what are called the "Royals" are the only men who share this surplus, that is, men who are preference hands, and have a good turn of work. The surplus is divided among them; and a labourer who was taken on for two or three hours if the ship was to go 4 *d.*, or 5 *d.*, or 6 *d.* a-day, would have no share in it at all; only those who worked through the vessel would have a share, and they are very few; the money would be divided between the "Royals" and the foreman.

12701. What do you mean by a ship going 4 *d.* or 6 *d.* a-day?

The dock companies allowing a certain amount of money for a certain work, if so many tons are discharged each day, and it is under the estimate of the cost made by the docks company then, in the case of that ship, the surplus left is shared out for the day. If the men work with any kind of energy for a day and they are able to save about 3 *d.* a man on the estimate of the cost of that labour, then that is supposed to be divided between them; but now the uncertain labourers do not come in for their share of the plus money in the same way as the preference hands or the "Royals" do.

12702. When you speak of a ship going 3 *d.* a day, you mean that there is 3 *d.* a man saved?

That there is the rate of 3 *d.* a man saved.

12703. Then it is to the advantage of the foremen to get the work done by as few hands as possible?

That is the advantage.

12704. And you think that is a bad system?

For the men it is a bad system.

12705. Why?

Because of the less number of hands that are employed, and the way they have to work. The dock labourer has to work double as hard now as he used to do; he is forced to work at a high pitch now to keep up.

12706. How does the dock labourer in a case of this kind that you have mentioned know what the amount to be discharged is?

He has no means of ascertaining; only that it is given out from the office.

12707. He has to take it from the foreman, I suppose?

From the office, from the clerk. After a ship has been discharged a board is put up showing the name of the ship, and the amount and share of the day is put upon it.

12708. But what I want to know is, what means has the dock labourer of finding out that that amount is correct?

That is the difficulty in the way. The dock labourers want to know how it is estimated; and if they were to know how it is estimated there would be more satisfaction among them. But a vessel may be worked with 44 or 48 men, and those 48 or 44 men may do a couple of hundred tons more than the men the day previous, and yet that ship will not go more that day. Or say that one vessel goes 3 *d.* a day, it may take a day longer to discharge her than what it would a vessel of the same tonnage with the same number of hands.

12709. Do you mean on account of difference in the cargoes?

Say that you have two vessels, each of 5,000 tons, one vessel may take four or five days and another vessel would take three.

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12710. Laden with the same cargo, do you mean?

Laden with the same cargo, and the same number of hands employed. There is a grave possibility of the vessel that is unloaded in a less number of hours not going any more money plus than the one that took the four or five days.

12711. How would you account for one ship being unladen so much quicker than another?

There may be a better class of workmen; the foreman may be a better "pusher up," as we call them, or "whipper in"; and the man working the hydraulics may be a more skilful man; those in the hold may be more skilful.

12712. Then you mean that one ship is discharged quicker than another because the work is better done?

Yes.

12713. Then do I understand you that you think that in that case there ought to be more plus than in the other?

Yes; that is what the men want.

12714. They want the plus to be increased in proportion to the speed with which they get through the work; and you say that is not so now?

No; and the men have no means of ascertaining. In the case of any man who goes to the office and wants to know either from the clerk or the warehouse-keeper what the ship has gone, how much plus money has been earned, there is a possibility of his being discharged, and being a marked man.

12715. You say that the amount is posted up on a board by the dock company?

Yes.

12716. And you think that there ought to be some means whereby the man, if he desires it, can see that what is posted up upon the board is correct?

That is all the men require.

12717. Can you suggest any way by which that could be accomplished?

The only way which I could suggest would be the ordinary business way, and that the dock companies should treat their men as if they had brains, and as if they had some fair claim to their consideration. There is no system of contract or piece-work or task-work in which the men know how much money is earned; they have no means of ascertaining.

12718. I do not understand myself how they could ascertain in this case; that is what I wanted to ask you, whether you could suggest any way in which it could be done?

The dock companies could state the amount of money that they are going to allow and give the tonnage of the vessel.

12719. By "the amount of money that they are going to allow," what do you mean, do you mean the rate of wages?

If they give it out piece-work, if the dock companies were to let the men understand how much money is allowed per ton to them for working, so that the men would know, and let them know at the same time how many tons there were in the vessel, because a vessel registered for 5,000 tons may have in her 6,200 tons; and all that the men require to know is the number of tons in the vessel, and the amount of money that the dock company allow for their piece-work; but they have no means of ascertaining. The thing could be done if the clerk who pays the men their money were informed of the amount allowed by the dock company; and then one or two of the men could be selected as representatives of the others, and come and go over the account in the finishing up of every vessel. What we want is, that every man, whether he works an hour on the vessel or no, should have his fair share of the plus.

12720. You are speaking now of a case where the work is put out by piece-work?

Yes.

12721. But

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12721. But what you were speaking of just now was the case where the men were paid by time?

What the men would like to know is this: The East and West India Dock Company, under the task-work system, allow a certain amount of money for certain given work; what the men want to know is how much is allowed; and then they want to know what amount of work is done, and that every man who works on the vessel, whether he works one or two days, or only two or three hours, should have his share for the hours that he has worked, or the days that he has worked; and the dock companies allow 5 *d.* per hour, and the men want the same conditions, namely, 5 *d.* per hour, if they are going to have the piece-work; but they want at the same time to know how much money is earned, so that they may estimate their share of what has been done.

12722. I am not quite clear that I understand the difference between the piece-work and the other work; in the case of piece-work are the men paid by the hour also?

Yes, they are paid by the hour; so much an hour.

12723. They are paid so much an hour, doing piece-work you say; then how does it come to be piece-work?

They are allowed so much an hour. In the tea warehouses of the London and St. Katherine's Dock the men are allowed 5 *d.* per hour for each hour that they work.

12724. What do you mean by "allowed;" are they given 5 *d.* an hour wages?

Yes; out of their wages. If they work 10 hours they have 4 *s.* 2 *d.* given them; although that work may be piece-work, yet that 4 *s.* 2 *d.* is allowed to them; the amount coming to them is finished up at the end of the week, and is paid over to them.

12725. You mean that a man's account is made up at the end of the week?

Yes. In the tea department of the London and St. Katherine's Dock I am speaking now.

12726. That would be discharging tea?

That would be the calling of goods over, weighing the same, and marking the same after they have been warehoused.

12727. It seems to me that you are going to quite a different branch of the subject now?

The system of piece-work is the same inside as it is out, or the same in the mode of payment.

12728. Will you take the case of the ordinary work of unloading a ship in any dock you like; which dock will you take?

The East India Dock.

12729. Which is done by piece-work?

Yes, that is done by piece-work.

12730. Just explain how in the case of a ship of 5,000 tons, wanting to unload, that work is put out by piece-work?

The work is given to the foreman, as I stated just now, and he is told to employ the number of hands that he requires. It is to his interest, and to the interest of the men themselves, that as small a number of men as possible should do the work. Each of those men who are taken on is allowed 5 *d.* per hour.

12731. What do you mean by "allowed"?

He is guaranteed 5 *d.* per hour.

12732. Whatever happens he gets 5 *d.* per hour?

Yes; and if he works with energy he gets the plus; that is the inducement; the plus is an inducement to him to work harder. What amount of money he earns over the amount of money he takes, is called "plus," and that comes to him when the vessel is finished.

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[*Continued.*]

12733. How is the "plus" decided?

The "plus" is decided by the manager.

12734. But I mean, how do they estimate the amount of "plus"?

The dock companies allow a certain price; and that price I do not know.

12735. A certain price per ton, you mean?

Per ton.

12736. They say that the ship ought to be unloaded at the cost of so much per ton?

Yes.

12737. Then they guarantee to pay the workmen, you say, 5 *d.* an hour; and if the ship is unloaded at less cost per ton than the dock company calculated upon, the difference goes to the foreman, and some of the men as "plus"?

Yes; that is a clear case.

12738. That is not either piece-work or time-work; it is a mixture of the two?

Yes, it is a mixture of the two.

12739. Lord *Thring*.] Supposing a ship of 5,000 tons comes into the dock laden with tea, the company say to themselves, as I understand it, "This ship has 5,000 tons of tea on board her;" then having made up their mind that she has got 5,000 tons of tea, they say to themselves, "We will pay;"—how much a ton would they say?

Sixpence or 5 *d.*

12740. Then the company say, "We will pay for 5,000 tons of tea at 5 *d.* a ton"?

I will say 4 *d.*

12741. Then the company say to themselves "We will pay 80 *l.* for discharging these 5,000 tons of tea;" then they say to the foreman, "You discharge these 5,000 tons of tea"?

Yes.

12742. Then the foreman discharges the 5,000 tons of tea, telling the men, "I will pay you 3 *d.* or 4 *d.* a day"?

There is no promise made of any amount.

12743. What does the foreman say to his men when he engages them?

The man does not say anything at all, but the conditions are understood by the men.

12744. What are the conditions understood by the men when the foreman takes them on?

That they receive 5 *d.* an hour for each hour that they work.

12745. They are to receive 5 *d.* per hour till the cargo of 5,000 tons is discharged?

Yes.

12746. Then at the end they calculate what these day-wages amount to?

Yes.

12747. And then the difference between the day-wages and the total amount of the estimated sum of 80 *l.* is "plus"?

Yes.

12748. And you complain, in the first place, that the men do not know whether the ship contains 5,000 tons or a greater quantity; and therefore they do not know the basis of the "plus"?

No.

12749. And

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[Continued.]

12749. And, secondly, you complain, as I understand it, that the "plus" is not now divided amongst all the labourers who are engaged in discharging it, but amongst certain favoured men?

Yes.

12750. *Chairman.*] You do not know either what the basis of calculation is? No, we do not know the basis of calculation.

12751. Either in the quantity or the rate per ton?

No; and there is not a man who works for them who does know, or ever did know.

12752. *Lord Thring.*] The 80 *l.* is an unknown quantity to the men?

Yes.

12753. *Chairman.*] And all that you would wish to see done in that respect is, that the calculations of the dock company should be known to the men, and the quantity of work that has got to be done, the number of tons that has got to be discharged?

Yes; that is all that we require.

12754. Now I want to know how the proportion of "plus" would be paid to a man who only works two hours, say. You said just now that you thought every one ought to get his proportion, whether he works an hour or a day; would it not be very difficult to calculate the proper proportion to each man, say a man working two or three hours, or half an hour.

They could average it by the hour; and if a vessel went 3 *d.* a day, and a man worked half a day, they could give him 1½ *d.*

12755. As a matter of fact, they do not?

No.

12756. In this kind of work do the same kind of things occur as you mentioned in the contract work; are men obliged to work before their pay commences?

Yes.

12757. And after it ceases?

Yes, and after it ceases; and especially in the contract work, the men are paid off just before dinner time, and taken on again afterwards. Say that 40 men are discharged at 12 o'clock; they are taken on again, so that they do about 10 minutes' work before one o'clock comes. Half an hour is allowed by the dock companies' rule for the dinner time. If the men were kept on, they would have their half an hour, but it would be really about three-quarters of an hour before they actually set to practical work again; so that if 40 men are paid off, at the least that would be 20 hours' wages saved to the contractor. If he employs 50 or 60 men at half-past seven, then he is able to save between 30 and 40 hours of wages again.

12758. That is in the case where the work is done by contract?

Yes.

12759. Does the same thing occur in those docks where it is done by piece-work?

It is not done so often by the dock companies in their work?

12760. But it does occur?

Yes. The only difference, of course, is the dinner hour: but the hands are employed half an hour previously; and, in nearly all cases, it is very seldom but what it is 20 minutes that they are employed before their pay commences. If I may go from the docks to the contractor again, the men who are employed at the Albert Dock by the contractor have to muster at five minutes past seven for eight o'clock.

12761. And do you mean that their pay commences at eight?

Yes; at eight o'clock.

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12762. What is the object of that?

That is to save money on the part of the contractor.

12763. When you say "muster" do you mean that they are set to work before eight o'clock?

Yes, they are set to work.

12764. I suppose there are different kinds of goods; or some kinds of goods require more labour, and are more difficult to deal with than others; are they not?

Yes; sugar would be about the easiest thing to work possible; tea would be another thing very easy to work.

12765. And what is the most difficult?

Indigo, and all those valuable things.

12766. Then does the rate of wages differ according to the difficulty of dealing with the goods?

No; it all runs the same.

12767. Then is it a mere matter of chance whether a man has a difficult cargo to deal with or an easy one to deal with?

Yes.

12768. Does he know beforehand what the cargo is?

No; that is a matter that does not concern him at all.

12769. He must take the chance of that?

Yes.

12770. I suppose there are no boys employed in any part of the work?

Yes, there have been a lot employed at the Tilbury Dock of the East and West India Dock Company, especially since there has been a dispute down there.

12771. What kind of work do they do?

They do the trucking.

12772. And that used formerly to be done by men, used it?

By men.

12773. What do they do; push the trucks, load the trucks?

The goods are placed upon their trucks, and they are able to wheel them away to the various parts; but the boys are not able to carry them. Say that there is a cargo of wheat being discharged, the boys are not able to take the same number of bags upon their trolley or truck as a man would.

12774. I forget how many men you said there are in a gang; or did you tell us?

There are so many gangs. In a set or a gang in a hold (say there are two purchases at work), the proper number should be about eight in the gang, and there may be three gangs working in the hold. In the majority of cases now, instead of there being eight in the gang, there are only three.

12775. How do you account for that?

The contractor who takes them on picks out his strongest men for the job; and instead of there being a spell allowed to the men, the machinery being so perfect now, the men have to keep on hard at work, because of the increased number of sets that the improved machinery can take away from them.

12776. What do you call "sets"?

We will say that it is a wheat vessel that is being discharged; wheat in bags or sacks. The sling is laid down, either chain or rope, and a certain number of these sacks of wheat are put in; then they are clinched together at the top, and a hook is put on, and that binds them together, and they are lifted out of the hold.

12777. And that is what you call a "set"?

Yes.

12778. And

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[Continued.]

12778. And do you mean that the men have no spell while working in the hold discharging the ship?

No; they have no spell at all.

12779. And used there to be a spell?

Yes; and there used to be more responsible men at the hatchway to sheer them off from colliding with the side of the hatchway, and so overturning the set. Since this dispute has been going on at the Tilbury Docks boys have been employed to do this work, where there ought to be a responsible man.

12780. Do you mean that it is dangerous unless it is done by a responsible man?

Yes; and unless a man thoroughly knows his work there is a great danger to the men underneath of the sets being overturned by colliding up against the side of the hatchway.

12781. What is the hardest part of the work?

The hold work.

12782. And do the same men work in the hold the whole time, or are they transferred for a time to some lighter work?

No; the same men are picked out for that particular work.

12783. Was that always the case?

Yes, that was always the case.

12784. And what would be the lightest work in unloading a ship?

The trucking would be the lightest work.

12785. And that is now done in some cases by boys, you say?

In a large number of cases at the Tilbury Docks by boys.

12786. When you say that the men used to have a spell, what used to be the time allowed to them?

There used to be one or two minutes in between the sets going up. Before they had the improved machinery, with the larger number of men in the gang, they could get their set all ready for the hook in a less time than they can do now, because of the longer time taken than by the machinery to take it from them.

12787. The present condition of things in that respect is unavoidable with the use of machinery?

Yes.

12788. But you think that the men ought to be given a spell in some way or other?

Yes; because it is very laborious work.

12789. How many hours continuously would the men be working in the hold?

They have been known, when a glut of shipping has come in, to work all day and all night.

12790. Merely stopping for meals?

Yes.

12791. Lord *Thring*.] The same men?

The same men; and with great danger to their health on account of their not having regular food. There may be a period of about three weeks' slackness, after which these vessels come in, and they must be discharged, especially the mail boats.

12792. I suppose a mail boat is paid higher?

No.

12793. That has to be done much quicker?

Yes.

12794. And the work is therefore harder?

Yes.

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[Continued.]

12795. But it is done at the same rate of pay?
Yes.

12796. Lord *Clinton*.] But more men are employed in the case of a mail boat, are there not?

Very few more. An average vessel is about 5,000 tons, such as we named just now, would have from 40 to 52 men employed when she is in full working order.

12797. And the mail boat?
The mail would have about 60 men.

12798. *Chairman*.] An average of 60?
Yes, an average of 60.

12799. And what would be the difference in the length of time the two ships would take discharging?

One vessel would take about four days on the average, and the other would take only two days.

12800. Do you mean that with 10 additional men they would get the work done in half the time?

Yes, they would be forced to.

12801. How many hours do you suppose they would work?
They would work, perhaps, 32 hours.

12802. I mean how many hours in the day?

If one of the mail boats was required to be discharged, if they started at eight o'clock, in all probability they would keep on until about six the next morning.

12803. Not the same men?
Yes, the same men.

12804. From eight o'clock in the morning till six o'clock the next morning?
Yes.

12805. Do they not have "shifts"?

No, they do not have any shifts. In the majority of cases the lighter work is given out to boys, to old men, to the favourites, and to those who are not very strong; but with regard to the very hard work, there are only particular men who can do it; it requires a little more skill and a little more strength, and so there are very few of these particular men who can do this heavier work; and they have not the means of getting a spell with them now as they used to have.

12806. By hard work you would mean, for instance, working in the hold?
Yes.

12807. Do you mean to tell the Committee that in the case of one of these mail ships, discharging in a great hurry, the same men would work in the hold from eight o'clock in the morning until six o'clock the following morning?
Yes.

12808. Twenty-two consecutive hours?
Yes; 22 consecutive hours.

12809. With no rest at all?
Only for their meals.

12810. Lord *Thring*.] What time do they get for their meals?

They get about half-an hour on the average for their dinner; about 20 minutes for their tea; another 20 minutes about nine o'clock; and another 20 minutes about 12.

12811. *Chairman*.] Do the men object to that?

Well; they are so pushed that they are glad almost to do anything, and they consider themselves particularly fortunate if they are able to get a long spell of work right off like that.

12812. A man

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[Continued.]

12812. A man, of course, would earn a great deal of money in that sort of work?

At the Tilbury Docks a man would be paid his 4 *d.* per hour up till six o'clock, and then 5 *d.* an hour afterwards.

12813. And then he would get this plus money?

Yes.

12814. And the plus would be larger in a case of that kind?

It is not very large.

12815. What I want to get from you is, whether in your opinion the men look upon this as an advantage or a hardship?

They are so put to it, as I said just now, that when they get a chance of a lot of work they are glad to avail themselves of it.

12816. What do you call an average day's work?

The average throughout the year for an ordinary docker is about three hours a day. The same man who works the 22 hours right off may not have another chance of work for another week or a fortnight.

12817. And I think you told us that the average rate of wages he could earn throughout the year was about 7 *s.* a week?

Yes.

12818. What do you consider to be a fair day's work; eight hours, 10 hours, or what?

Eight hours would be a fair day's work; and in proportion as the men are employed at such uncertain intervals they have to keep on the spot; because if they go away there is a chance of their losing two or three hours' work, and there is the possibility of a man who only gets about four hours' work in the week, having waited every day and every hour for the chance right up to that.

12819. Do you think that anything to regulate the hours for which men should work is advisable, in order to prevent these long hours?

What the men desire is, that there should be certain "calls-on," as we term it, at stated intervals; that the dock people or the contractor should come and employ the man at least only twice a day.

12820. Should take them on only twice a day?

Yes; that there should be no less than four hours' work each day given to a man.

12821. That the day should be divided into two calls of four hours' each; do you mean?

Yes. Now, under the present system, a man does not know any minute but what they are coming out for him. If there were stated calls it would give that man a chance to go somewhere else and look for work, because he would know when to come back again; but there are many men who might get work at other places who are almost afraid to do so, and they take their chances of an odd hour's work; and so, of course, that benefits the dock company, because they will not employ the labour until it is imperatively necessary that they should employ it; and the men are paid off directly their services can be dispensed with.

12822. And you think to avoid that that men ought to be taken on to two certain hours of the day; in the morning, and in the afternoon, I suppose?

The case of the men is this: they are paid for this uncertain work lower than the ordinary rate of a man who has constant work; and their view is this, that as there is no period of idleness, and they have to work every minute, and, in fact, beyond the time that they are paid for, either their pay should either be raised, or the contract should be given to them; that the calls should be at stated intervals, and that there should be four hours' work guaranteed to them.

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[Continued.]

12823. I want to ask about that four hours' work that should be guaranteed to the men; do you mean to say that if the work is done, and the ship discharged, and two hours' time remains, the men should be paid without doing anything?

It would be so arranged by the foremen and by the dock companies that they would not lose anything. In the old system the men were employed, and the foreman used his intelligence so as to estimate the number he would require, and the number of hours. Now he does not have anything at all to do with the question. If there is room enough in the hold for all hands possible to work; and they can get all the purchases on, he could go out and get an increased number of hands, and he would pay them. But under the old system the work would be more steady; the men could rely upon at least a day's work. Now, their point is that they should only have a certain number of hours' work, and that would be easy to carry out if the contractor, or the official of the dock, was to estimate the number of hands he would require.

12824. Do you mean that you think there ought to be a law to prevent men being hired for a less period than four hours?

Yes; that is what the men want.

12825. And that they could be taken on, and ought to be taken on at a certain hour in the morning and in the afternoon, and at those hours only?

Yes.

12826. You told us, with respect to the contract work, that the reason why the men submit to these grievances that you complain of is practically the great competition to get work?

Yes.

12827. I suppose the competition gets severe in those ways which you have been talking of?

Yes, it is severe all round; and the average dock labourer is reckoned so cheap that Colonel Du Plat Taylor, of the East and West India Dock Company, said that he could get as many as he required for 2 *d.* an hour.

12828. And in this case also do you attribute that competition to the fact that the dock labourers' trade is swelled by men out of employment; tailors, bootmakers, and so on?

Yes. In the winter when a large number of men engaged in the building trade are turned off, and men in the tailoring trade, and the bootmaking, and the costermongering; we get them from all these various sources. We find that, as years go on, they are increasing from the trades, as the Jews, or at least the foreigners, get to monopolise them. We find that a large number of men who used to live in Whitechapel, in St. George's, instead of being able to get their living without coming to the docks, are pushed to it by the foreigners who are taking up their trades, as they are able to live cheaper than they can; so they are bound to come to us as it offers an odd job to them. Then there is a plan worked upon by the contractors to encourage as many men as possible coming to the docks from outside. Say that I was an entire stranger to a dock and looked a strong man, the contractor would give me work so as to get me to come to that particular dock, and after he had drilled me into the dock work then someone else would come up. On the contractors' part, and on the part of the docks as well, it is the plan to encourage outside labour.

12829. What do you mean by "someone else coming up"?

Someone else, that is a stranger to the dock. Say that I have come from the bootmaking; when that has turned slack, and I find that there is not much chance of my getting any work in that trade for two or three months, I look round for the best means of obtaining work; and the man who would come from the tailoring trade would do the very same thing as I had done; and after this contractor had drilled me into this particular kind of dock work, then the next fresh comer would have a chance to get on.

12830. Why; do you mean because he would come cheaper than you would?

No;

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[Continued.]

No; but because of this. If there are a large number of men waiting for work, and the chances are very small for each man, then, if a man happens to be fortunate enough to obtain work, he will work his hardest so as to keep in favours. As his services are required, or as the number are fewer that require labour, so the man gets independent; but if there are 120 men waiting for the chances of 10 men's work, that man knows that unless he works as hard as he possibly can there is very little chance of his getting work the next time.

12831. If I understand you, you think that it is to the interest of the contractor to keep on taking new hands and giving them little work in order to have great competition?

Yes.

12832. Do you know where the majority of the dock labourers live, in what parishes?

They do not live in the best parts; either in Poplar, St. George's, Whitechapel, Bromley, Limehouse, or Canning Town. The majority of the dock labourers are forced to live in either one or two rooms. I should say that about 70 per cent. of them are married men; the others are frequently to be found in what we call "doss-houses;" they pay there for a bed at the rate of twopence or threepence a night. But the reason of their being able to live at all is that that there is some kind of communism among them, for they help each other; and it is the practice among them to pay for each other's beds or "dosses" when the man has not had a turn of work. But the majority of the labourers live in back rooms, the more respectable living in two and three rooms. What we call the more respectable would be the "Royals," or permanent hands working at the docks, but the ordinary man who has come down from a trade or profession, and is forced to go to work at the docks is unable to pay more than 3s. or 3s. 6d. a week rent, and that, of course, has to be contributed to by his wife and his children. In most cases the wife of a docker taking her earnings right through the year can earn more than he can himself.

12833. What kind of work does she do?

Washing, matchmaking, charing, all kinds of rough work.

12834. Seventy per cent. of the men you say are married?

Yes; about 70 per cent. of them.

12835. I think I asked you at the commencement a question which I should like to ask you again, why it is that the men being so very numerous as you say they are, you said 100,000, they have not combined more to endeavour to obtain for themselves the advantages you think they ought to obtain?

If a man if he is known as a member of a union among the docks he is a marked man, he gets picked out. Only the other day the manager over the wood quay came out and threatened the men when they did not want to take the sub-contract on, that if any of them belonged to our union he would discharge them. It happened in that case that nearly the whole of them belonged to the union. If instead of the whole of the men having belonged to the union there had been only one or two, as is the case at Tilbury under a certain Mr. Todd, there the men who join the union are marked men.

12836. I suppose in this case you have mentioned, as all the men (or nearly all) belonged to the union they were not discharged?

No; they were not

12837. But you were going on, I suppose, to say, if there had been a few of them only belonging to the union those few would have been discharged?

Yes

12838. Then why is it that the men do not join the union in very large numbers?

It is only when the men are thrown together and work in large gangs that we are able to get them. Under the present system of contract and piece-work, it is split up. In the wood quay there are a large number of men working together; so that the principles of unionism would spread much faster,

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[Continued.]

and find a more fertile soil than among the men employed by the contractors. I have been speaking to men down at the dock gates, and those men have been marked, and refused work, as being members of the union. Then, as far as I can see, my opinion is that it is owing to the indifference of the skilled organisations throughout the land to our wants. We have been in existence now 18 months; during that time there have been 500 meetings held; but there has not been a representative from the Trades Council that has ever come and helped us. George Shipton has been written to many times, but has never been any help to us. The great difficulty in the way, and that is the reason of there being a kind of paralysis among the men, is that they feel the other trades would not help them, if they were to organise; and, in the majority of cases, the charity that is given to them is given more in soup tickets than in anything else. If the same amount of money was given to the men, to get a better wage, they consider that they would be better off, and that they would not be demoralised by charity. The sentiment among the men goes against that idea. The President of the Local Government Board has given the average of unemployed among the dock labourers as 55 per cent.; but I should say it was 65 per cent.; and that is another means of their being so weak. The work is so uncertain that a regular payment to the union would be almost an impossibility to them.

12839. In fact the men are too poor, and their work too precarious for them to be able to contribute regularly to a society?

Yes.

12840. Was there any society before this one of which you are secretary?

Yes, under the leadership of Mr. Kelly.

12841. But 15 or 16 years ago, the time you speak of, was there any organisation then?

Fifteen or 16 years ago there was a rise of 20 per cent. in the wages of the dockers.

12842. I asked you whether there was any organisation then?

No; there was no organisation. There was an organisation which was started; but it died before it came to any head at all; and the only result that organisation has been to take something from the usual dock labourer. The stevedore is a man who is rather more skilful in the work of discharging; but the stevedores are the only organised body with the exception of us.

12843. The stevedores' work is loading the ship?

Yes; stowing. The corn porters have a very small union, and the coal porters have a very small union.

12844. Are what you call stevedores dock labourers?

No; they do not call themselves dock labourers.

12845. They have a society of their own?

Yes.

12846. These corn porters; do not you call them dock labourers?

They are dock labourers; but they do not call themselves dock labourers. The corn porters do a special kind of work; work in the corn and grain only; the average docker does anything: it does not matter whether it is corn, coal, jute, or sugar, or anything else.

12847. Then you think that owing to these causes organisation is practically impossible for the dock labourers to any large extent?

Yes; it is impossible.

12848. Therefore you cannot do away with these evils which you complain of, by your own action?

No. Whenever the men have been united for any particular branch of work we have always been able to gain it; we did, when we first started, from the London and St. Katharine's Dock; the money in the tea work was being reduced in some cases 30 per cent; our union brought it back to its old price; and

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and now that work is more constant than the average dock work, and the men have been realising, since that, 4*s.* to 5*s.* a week wages more than hitherto.

12849. Are there any foreigners among the dock labourers?

No, I should say very few. We have a certain number of Norwegians and Scandinavians among us, and, I should say, there are about two per cent. of Jews.

12850. Not more than two per cent.?

Not more than two per cent.

12851. But a very large percentage of English bootmakers, tailors, and so on, who you say have been driven out of their trades by foreigners?

Yes; there are a large number of them who come into our trade. There are more skilled mechanics who come into dock labour now than ever there were; and we find that a large number of agricultural labourers are coming up to town to work at the docks.

12852. How do you know that they are agricultural labourers?

Because of mixing with them; they come up from the country, and we get into conversation with them, and we find that they know about the land.

12853. What do you call a large number of them; how many do you suppose; what percentage?

There are 50 per cent. of the dock labourers that really have either come from the land themselves, or are the children of the farm labourer.

12854. At any rate, you think there is a considerable number of them among the dock labourers?

Yes.

12855. Is that of late years?

They are not coming up so many of late years, because a number from the various trades are coming in; and there is not the inducement to agricultural labourers to come, because the dock labourer earns less, and his condition of life is worse than is that of the farm labourer.

12856. I should gather from you that you look upon dock labour quite as the last resource to which men failing in other businesses, or driven out of other trades in any way, come when there is practically nothing else between them and the workhouse?

Yes.

12857. Therefore your trade is affected by anything that affects the other smaller trades and agriculture?

The reason of so many men keeping to dock labouring is because of its uncertainty. The man must go out to work, and he may get that work at any hour of the day; therefore if he was to leave the spot, and suppose that there was a chance of his being taken on, he might lose an hour or two's work if he went to search for some work which was more uncertain, or which to his mind was more uncertain.

12858. Do I understand you to say that in former days the dock labourers was a regular trade, and men worked at it all their lives, and their children after them?

Yes.

12859. But that is not the case now, because it is flooded with men seeking work from other various trades, and from the country?

Yes. I should like to bring out another point, and that is that, with regard to the labourer hired from the company by the shipper or the merchant, the dock company charged 8*d.* an hour for him before six o'clock, and 10*d.* an hour after; in the one case they give that man 4*d.* an hour, in the next case they give him 5*d.* an hour.

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12860. Let me understand exactly what you mean. You speak of a case where labourers are hired out from the Dock Company?

Yes.

12861. Do you mean that the Dock Company supplied the shippers with men?

Yes, they supply the shippers with men. The captain of a vessel, if he wants labour, has to apply for labour through the dock officials, and pay at the rate of eightpence an hour; and in some cases only fourpence is given to the labourer who does that work.

12862. Does that profit go to the Dock Company?

Yes.

12863. What kind of work is done in that way?

The ordinary ship work.

12864. The ordinary loading of ships, do you mean?

Yes.

12865. But is this a different method of unloading from that which you have discussed already?

If the captain of a vessel wants a labourer to come and do some rough work for him, with the cargo upon his vessel, the dock companies charge him eightpence an hour for every man he engages. If he wants a tally clerk they charge him at the rate of 8 s. 6 d. a day, and give that tally clerk fourpence an hour in one case and fivepence in the other.

12866. But I do not quite understand what you mean by the captain of the ship wanting some rough work done?

In some cases the vessel is given to the commander of the ship to unload or load. If he makes a special agreement with the dock company to load her, then every hand that he employs must be employed through the Dock Company, and the Dock Company charge him at the rate of eightpence an hour.

12867. If I understand you the captain, as it were, contracts to unload his own ship?

Yes, or the shipbroker contracts for the captain, and the captain represents the shipbroker.

12868. And the captain goes to the Dock Company to get the labour for him?

Yes.

12869. And they charge him one price, and pay the men only a lower price, and the entire profit of that goes to the company?

Yes, the entire profit goes to the company.

12870. I understand you that the captain of the ship, or broker, will pay the Dock Company eightpence, and the Dock Company only pay the labourer fourpence?

Yes, in some cases; fivepence in the others.

12871. Earl of Aberdeen.] Who pays the man actually in that case?

The docks pay.

12872. One of their clerks you mean pays the men?

Yes.

12873. Chairman.] Where does the captain make his profit out of the unloading of the ship in that case?

He does not make any profit himself at all; he makes it for the shipbroker or the shipowner, or the merchant.

12874. Lord Clinton.] How do you know what you have told us now; is it simply that you have been told so?

My own mate is the skipper of a vessel now, and he has had to go through the same thing.

12875. Chairman.]

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12875. *Chairman.*] I do not understand what object it is to the captain to do this?

There are some men who like to do their own work; they think they can do it cheaper; in fact, that is what shipowners would like; they would like all docks to be free, and for them to work their own cargoes; but under the ruling of the docks they are not allowed to engage labour under a certain price, and they must pay for it.

12876. You were asked how you knew this, and you spoke of a mate of yours?

A mate of mine is the skipper of a vessel, and has had to do this thing himself; and, confirming this, there is an article in "Fair Play" of the 25th of October which says, "Labourers can be hired of the company to work under the direction of the commanding officer of the ship at a charge per man of 8 *d.* per hour, between 8 a.m. and 6 p.m., and during other hours of 10 *d.* per hour." I can confirm that. And there is another point which I should like to bring before your Lordships, and that is this, that notwithstanding with the improved machinery, and improved facilities of unloading and loading, the charges are very little lower now than what they were in 1869.

12877. What do you mean by "charges"?

The charges to the shipowner are the same now as they were in 1869.

12878. Although the work is done much cheaper?

The work is done much cheaper by improved machinery. As I said, the fair comparison would be that a vessel now of 5,000 tons would be discharged with less hands and in less hours than a vessel of 500 tons could 20 years ago, that is to say in 1869.

12879. That is a question entirely between the dock companies and the shippers?

Yes.

12880. That does not affect you?

Only the question might arise that the dock companies are not in a position to pay their men an increased rate.

12881. And you say that they are?

What we want to shew is that it is not the wages paid out that are the cause of the low dividend, but there are other causes.

12882. Is there any other point that you would like to bring out?

Here is a letter that I have from the shipowner commenting upon the conduct of the dock company with regard to the men who are on strike at Tilbury.

12883. We cannot take the letter?

It would only confirm what I have stated.

12884. We cannot take it in evidence at all; we could take the evidence of the shipowner himself, but we cannot take his letter. Is there any other point you would like to bring out?

Those are the chief points that I have to bring before you. And now in case there should be any dispute, I have a certain list drawn up here of the time taken by certain vessels to be discharged.

12885. What do you want to prove by that?

I want to prove that a certain vessel of a certain name is discharged in a given time.

12886. Will you let me look at it?

(*It is handed in.*)

12887. What do you want to prove; in proof of what statement that you have made do you produce this?

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That a vessel of 5,000 tons could be discharged within a certain given time. There are the names of vessels there; and the "Hawarden Castle" is 'a mail boat, and a heavy boat, and that was discharged in the number of hours stated upon that paper.

12888. "Discharged over 2,000 tons in 14 hours, and 48 men"?

Yes.

12889. Have you got any more of these?

This is the statement that we have referred to the whole way through. The wharves and warehouses that do the bonded tea work are working under a supposed system of contract. There is a certain proprietor, for instance, who has a large tea house; he employs men, and he has three foremen over them; these foremen have extra pay given them from the amount of money earned by the men themselves; and then the same man, who employs them, takes from them 5 per cent. of the total of their earnings.

12890. Employs them to do what, do you mean?

To weigh, pile, and deliver the tea.

12891. You say that in a case of discharging and warehousing the tea, a certain firm employs foremen who conduct the operations for them, and engage the labour, and so on?

Yes.

12892. And you said that that firm takes 5 per cent.?

The head of that firm takes 5 per cent. from the men themselves upon the total of their earnings, and deducts from their earnings the extra amount that he gives to his foremen for their superior skill.

12893. That is say, he takes 5 per cent. off the wages he agrees to pay the men?

Yes.

12894. He agreed to pay them a certain sum per hour, and takes 5 per cent. off?

The work is given out to them piece-work.

12895. So much the piece; but he takes 5 per cent. off?

Yes.

12896. Do not they know that he will do that when they engage to do the work?

They do know that; but they have no means of ascertaining even the amount of money that is earned.

12897. But do not the men know when they undertake to do the work that they will have 5 per cent. taken off; is not that part of the bargain?

Yes, that is part of the bargain; but in this case, as in all others, the men have no means of ascertaining how much money has been earned, and what amount of work has been done.

12898. You mean that they do not object to the 5 per cent. being taken off?

They do object to it very much.

12899. Then why do they agree to such a bargain?

Simply because they are forced to get work somewhere, and this gentleman improves upon the occasion by making them work upon his conditions.

12900. If this arrangement was not made of taking 5 per cent. off, the only result would be, would it not, that the men would get 5 per cent. less wage, and in that case it would not make any difference to them?

The grievance to the men is this: that they are not asked, and they were not called into consultation about the reduction or the 5 per cent. that would be taken off their labour. This certain employer of labour does not pay the same amount for piece-work as other firms do.

12901. Are you speaking of one particular case?

Of one particular case.

12902. I think

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12902. I think we cannot go into that; it would not have an effect on the trade generally?

It would have an effect on the whole of the tea trade, and that is a special part of dock work, because his example has been followed by the rest of the warehouses.

12903. You mean that it has since become general in the warehouse trade?
Yes.

12904. Would you say what custom in the wholesale trade is becoming general which the men object to?

The men object to this condition, as they have no means, any more than the ordinary dock labourers, of ascertaining what amount of money is earned. They would like that the money should be signed for which has been earned, and that the men should know the amount; in that case the men have no agreement; they do not know whether there is not at any rate a possibility of their being cheated out of their money.

12905. But I do not understand why?

Because they have not a voice in the matter at all.

12906. But I do not see how this arrangement that you spoke of produces these effects. You said, as I understood you, that a custom was growing up whereby a firm employs a certain number of foremen, four or five foremen. Perhaps you would begin again and explain to us from the first what it is that you complain of in the tea trade?

There are hardly two warehouses which have the same system of contract or piece-work; but in neither case have the men any means of ascertaining the amount of money a man has earned. What the men require is this: that although they are given a contract, there is no written agreement, but it is generally understood that the employer can do as he likes. What the men want is that they should know what amount of money is earned; that two men representing them should be able to ascertain it, and that they should feel the satisfaction of knowing that the amount that they earned under the contract was fair and honest.

12907. I quite understand that; but I do not see how it is to be done; how do you think that ought to be done?

It could be done by the means I have suggested; if the contract is fair and open, that the men should have the means of ascertaining how much work they do. In the tea trade the work is done in gangs; one man may be able to know how much work he does, but then when there are 40 or 50 men employed in a gang, or only 20, they have not the means, because there is no time for them to put their heads together and reckon up what amount of money has been earned; they have got to trust entirely to the foremen, and to the company who employ them. What the men require in this instance is that the piece-work should be given to them direct, or that the contract should be given to them direct; and that they should understand what amount of money is earned. In none of the tea warehouses do the men know what amount of money they can earn, as they work in gangs.

12908. That is very much what you told us some time ago when you spoke about the way in which the tea trade is done; but I do not understand what that has to do with the system you were speaking of just now, where 5 per cent. was taken off the men's wages; you told us just now, that that was the system which was adopted by one firm, and which is spreading throughout that branch of the trade?

Yes.

12909. I want to understand what you have got to say about it?

The men, although they are given the piece-work, are not able to earn more than time money.

12910. Why not?

Because of the hard conditions that they have got to labour under. If they were given the fivepence an hour and told that there was no piece-work, they would get just as much.

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12911. You mean that they get none of the plus that you spoke of?

Yes; what the men require in this instance is that there should be an agreement; but working in gangs makes it difficult for them to understand their conditions, and to know how much money is earned.

12912. Is there any other point you want to tell us of?

No, that is all I have got to speak about; only the conditions of piece-work and contract are identical right throughout the wharves and docks.

12913. Earl of *Aberdeen*.] You mentioned in the early part of your evidence that where the contract system prevails, the dock companies require a fixed rate to be paid to the men per hour?

One dock company.

12914. How do they ensure the payment of that rate, as it is done by the contractor, and not by the company?

They have no means of ensuring; only they must trust to the honesty of the contractors.

12915. Is that carried out?

In most cases it is carried out on account of fear.

12916. You mentioned that the men congregate in the sheds which are provided and wait for the chance of work; when there is some work to be done, how are the men selected; by the foremen or superintendents?

The foreman or the contractor comes out to the gate at a particular part where they are waiting. In one case the man is called by name; in other cases the contractor has a ticket that he gives the man whom he chooses.

12917. Do the men crowd round clamouring for the work?

Well they do clamour; and unless a man is very strong, especially at the back gate of the London Dock, there is a great possibility of his clothes being torn off his back.

12918. Is it the case within your knowledge that sometimes the foreman will endeavour to divide the work among the men, so that as many as possible may have a certain amount of work during the week, so as to employ as many as possible; or is that not done?

No, that is not done.

12919. Do you know of cases where a man gets on an average two days work a week, and manages to live upon what he earns?

The man himself does not live by his own earnings; it is generally by the little indiscriminate charity that is given him, or by the help of his wife. In the case of the average dock labourer, if he was left to get his own living by the amount of money that is given him, or to live on the amount of money that he earns, it would be a moral impossibility for him to do so.

12920. Then as to the contractors whom you mentioned as getting men drilled or trained to work, and keeping as many available as possible, do you regard that as illegitimate. It shows that he understands his business, does it not?

Yes.

12921. Do you regard that as in accordance with the rules of political economy?

It would be good in that sense.

12922. It points to a difficulty in making the rules of political economy coincide with what is just and desirable?

What our men want is this: They are convinced that if the contract was given to them there would be more sympathy and more fairness, and that the same work would be done by at least 25 per cent. more men.

12923. Now if a man belongs to a bootmaker's trade union, for instance, and owing to slackness of trade leaves the bootmaking, and becomes a dock labourer, would he retain the advantage of membership of his union if he paid his subscription?

No;

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No ; but it is done if a man has the means. There is a law of the Union of the Bootmakers that prevents a man from remaining in the society directly he leaves the trade. There is a rule in the Shoemakers' Society that prevents a man from being a member still of that particular trade society, he being a dock labourer, or at any other trade. The only thing that he can retain is the sick benefit.

12924. I think you mentioned that in one case the manager of one of the quays, the wood quay, said that he would discharge members of the gang of workmen if he knew that they belong to your society?

Yes.

12925. Was he under the impression that they did not belong to it?

Yes.

12926. If there had been only two or three who were members of the union, would the others have told of them, and would they have been discharged?

Yes ; they would have been pointed out.

12927. You think that if there had been a small minority there, they would have been discovered as union men?

Yes.

12928. Then does he employ these under the impression that they are not union men?

Yes.

12929. As to the soup tickets ; they are given by whom?

By the Sisters of Mercy, General Booth, and the local clergy.

12930. But I suppose that those persons who wish to assist the dock labourers in that way use such means as they have available ; it is not in their power to add to the wages?

No.

12931. Perhaps you would agree that a better system might be found than giving what might tend to demoralize the men, by making them recipients of charity?

Yes.

12932. You said, I think, that there was a third less work available among the men at present as compared with 16 years ago ; would that not almost be accounted for by the large increase in the number of men, even apart from the increase of machinery?

Well, no ; the relative position is worse to-day for the docker than it used to be ; for say, that 16 years ago there were 50,000 dockers, there would be a chance of 40,000 out of that number getting work ; now there are over 100,000, and 65 per cent. of them, on an average, are constantly on the list of the unemployed.

12933. But supposing that the improvements which you have suggested, and which you have mentioned that the workmen desire, were carried out, would there not again be a tendency to lower the wages caused by the immense number of applicants flocking to the docks?

No ; because the work would be in the hands of the men themselves, as it has been in the case of the stevedores. Since the stevedores have had more concern in their work the men have got better prices ; they are more respectable in appearance and more useful altogether to the country ; and our men have an impression that if the same benefit was given to them the result would be equally satisfactory. Instead of the stevedores under the old rule, before they became a power, having 15 or 16 men in a gang, they would only have eight or nine. Now it is a rule of the society that a certain number shall be employed in a gang.

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12934. Then

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[Continued.]

12934. Then the stevedore's work requires more training than the ordinary dock labourer's, does it not?

A little more skill; but the average docker can do the stevedore's work.

12935. Lord *Clifford of Chudleigh*.] You mentioned that under the contract system the workmen were practically unable to recover any damages under the Employers' Liability Act with regard to contracts?

That is so.

12936. Does that affect the piece-work as well?

No; if the man goes to work in the right way there is the possibility of his getting compensation under piece-work.

12937. And do they generally get it?

Yes.

12938. You mentioned that you have applied to the manager of one of the docks to give a contract out to the men under co-operative principles; do you mean by that merely what you have explained to us as desired by the men?

Yes.

12939. Namely, that they should know what the price given for the work was?

Yes; and that the men should have the money earned to divide up among themselves.

12940. Under whatever system they liked?

Under whatever system they agreed upon with the dock company.

12941. Would you require anything like a co-operative society for that, or would it be only a co-operative way of dividing the money earned by any given gang?

That would be all.

12942. You would not want any society for that?

Of course we should want a union, and want fixed rules to keep the men, so that they should not give way.

12943. Do you think there would be no danger under that system of your co-operative society becoming very much a collection of men such as those whom you have described here whom you call "royals." For instance, your co-operative society, your union, would be taking these contracts under a co-operative system?

Yes.

12944. You might allow other men to join on any particular job, and refuse to give them the advantages of the contract; that you think would not be a danger?

The same system has worked with great satisfaction among the stevedores, and there are more men among them getting work to-day, and each man has a fairer pay than he used to get. A man that used only to get 3s. 4d. now gets 6s. 8d.; and he gets 12s. for a night's work, which he did not get at that time; and there are less men employed in the ranks of stevedores now than they were before they had a society.

12945. Do they work under the co-operative system?

They practically have the power in their hands, although it is given out to a contractor. Say I am a stevedore contractor, and I contract to load a vessel, I am bound by the rules of the society; I must be a member of that society; I am bound to pay my men a certain price per hour, to have a certain number of men in the gang, to allow them certain intervals for food, and I have got to pay them off at the tick; if I keep them five minutes over the hour I have to pay them for the hour.

12946. Lord *Rothschild*.] Did I understand you to say that the wages had been lowered at the docks?

At Tilbury.

12947. And

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[Continued.]

12947. And that at the London and St. Katharine they were 6 *d.*?
Fivepence to the company's men, and 6 *d.* to the contractor's men.

12948. Do you not think that the establishment of the Tilbury Docks lowered the rate of wages?

Yes.

12949. That is to say, the competition amongst the docks has lowered the rate of wages amongst the men?

Yes.

12950. Earl of *Derby*.] You told us just now that if the men were dealt with directly, instead of being dealt with through contractors, there would be a larger number of men employed on the same work; 25 per cent. more, you said; will you explain that; how would that cause a larger number to be employed?

The men in the stevedores belong to a society; that society, practically, rules the working of its members, and there are laws that give to every member of that society a means of ventilating any grievance. If I am a member of the society, and I have not had my fair share of work, and I can prove that I have not, I can seek redress from the society. The committee have full powers to suspend any number of men who they think have been acting unfairly. The working is ruled by the society among the stevedores; and we consider that the same influences would be at work with us to prevent our men acting unfairly.

12951. What I do not understand is this: do you mean that 25 per cent. additional men employed would only earn the same wages as were earned before, or do you mean that they will earn 25 per cent. additional wages?

In the case of the stevedores they have earned 50 or 60 per cent. more, and we hope that we shall have at least the 25 per cent. advantage.

12952. And you think that the effect of that would be, by placing limitations on the employers' choice of the men, to raise the wages?

Yes.

12953. *Chairman*.] I want to ask you one question about these stevedores; can you speak with any authority about them?

Yes. I pretty well understand the work, because I have had to do it myself in other parts of the world.

12954. Do you know at all how many there are in the union?

Yes, about 5,000 altogether.

12955. Do you know how many there are of them altogether?

At least 30,000 of them altogether.

12956. And you told us that the existence of that union has enabled them to procure better terms for themselves?

Yes; it has enabled them to raise their wage from the average of 3 *s.* 4 *d.* up to 6 *s.* 8 *d.*; and for nightwork they get 14 *s.* if they work all night.

12957. The work of the stevedore is more skilled work, is it not, than a good deal of the work that is done by dock labourers?

Yes; a man has to have a better eye as to what amount of goods will go in a certain room, and how it will be best to fix them, so as to make use of the room in the hold.

12958. Then do you suppose that they are subject to the same influx of men from various trades as the dock labourers are?

Not to the same extent. There are conditions which are prohibitive in a sense; which make those who wish to join the society pay a certain amount of money down.

12959. I am not talking about the society; I am talking about the business?

Yes, it is just the same in their case.

(50.)

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12960. What

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[Continued.]

12960. What I mean is this: you have told us that a great many men, who are thrown out of work from one cause or another, in ropemaking and boot-making, and so on, become dock labourers from necessity; what I want to ask you is, whether the trade of stevedoring is subject to the same number of men coming in from outside trades?

Outside of the society the non-society stevedores have the same difficulty to meet with as we have; only the society stevedores are in a better position; they are organised, and men who wish to join their society pay a certain price, which is rather prohibitive.

12961. You mean that a man who has been working as a bootmaker, and has been thrown out of work, would be capable of working as a stevedore?

Supposing he had a friend or brother that would help him over the difficulty, and he is physically capable of doing it, there is as much chance for him to get into stevedoring work as the average dock labourer's work.

12962. It would not require more skill or more time, or greater acquaintance with the work?

No.

12963. Then you attribute, in fact, the better condition of the stevedores entirely to the existence of their union?

To their union, and only since that; because their present condition is a fact not to be disputed.

12964. I think you said that the Tilbury Dock had the effect of lowering the rate of wages by its competition with other docks?

It has lowered the wages of its own men that it employs, but the competition has not lowered the wages of the men in other docks, but it has rendered their work more uncertain. The work done in the Tilbury and Albert Docks could be well accommodated at the other docks if they were not built.

12965. At any rate what I understand you to state is this: you do not complain so much that the prices paid by the dock companies are bad, but you complain that the prices are intercepted, in the case of contract work, by numerous contractors, and that in the case of piece-work the men are not in a position to know what the amount of work they have done is, or how the profits are divided amongst them?

That is the whole case.

12966. And that they feel themselves to be at the mercy of the dock company, or the dock company's subordinates?

Yes.

12967. Earl of *Aberdeen*.] Is it the case that at one of the docks an advance of pay has been obtained for the men of a penny an hour?

Where they used to give the men 4 *d.* an hour and no plus, in one particular they have given them plus, which amounts in some cases to an average of 1 *d.* an hour more; but really the rate of pay is only 4 *d.* an hour to them; only these other men in one particular branch of work have received plus money.

12968. Was that advance made in consequence of the representations of your society?

Not in consequence of representations; only on account of the dock company fearing that the men might combine.

12969. Did you ever get any other advances from other companies?

At the wood quay of the West India Dock the men have been able to abolish this bogus sub-contractor, and they are working under the company now.

12970. Then as regards this charitable effort which has been made, do you hold that no such efforts as have been made are to be depreciated, but that the important thing is to endeavour to increase the habits of self-reliance and independence on the part of the men?

It does the whole of the men more harm than good.

12971. You

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Mr. TILLET.

[Continued.]

12971. You mean the soup tickets ?

Yes.

12972. Still you recognise that the Sisters of Mercy and the Salvation Army people have at least endeavoured to help the people in a practical manner ?

Yes, but the majority of the men would rather go without it than accept it.

12973. Because they feel that receiving these tickets would lower them ?

Yes.

12974. Do you think that there is any means by which people of that disposition and philanthropic people could excite an increased tendency to self-reliance on the part of the men ?

If they would help the men to be in union, as the stevedores are, the average dock labourer would have the same power as the stevedores have at present ; his mode of working would be regulated by his society, and there would be a better chance of a fair adjustment of wages.

12975. You think there is no reason to complain of want of thrift on the part of the men as regards such wages as they do receive ?

There is a difficulty in this way : if a man has been without food for a day or two the chances are that if he gets three or four hours' work, or a day's work, he would not use that money the same as if his pay was coming in regular. Having gone without food for some time, about the first thing that he generally does is to have a good meal ; and it is known among the dock people that the average docker, if he has a good turn of work, works better the second day that he gets work than he does the first, because his first wages allow him to get food for the second day's work.

12976. *Chairman.*] You say that the men have an objection (and it is very creditable to them) to charity, and what they want, I presume, is to have what they consider their rights in the matter ; but I should like to ask you in what way you think that any external help could be given to them ; whether it could be given to them best in assisting them to organise, or in what way ?

If the men were to have half the money that is given to them in soup tickets applied to make the society for the men stronger, they would have the chance of taking their own contracts on, and they would have the chance of fighting their question better. In proportion as charity increases, so the self-reliance and independence of the men decreases.

The Witness is directed to withdraw.

MR. JAMES WELSH is called in ; and, having been sworn, is Examined,
as follows :

12977. *Chairman.*] You are a Dock Labourer ?

Yes.

12978. What kind of dock work do you do ?

General dock work.

12979. Anything that comes along ?

Anything that comes along.

12980. How long have you been working as a dock labourer ?

Sixteen or seventeen years.

12981. In what trade were you before that ?

Boot-closer.

12982. And what made you give up that trade ?

Female labour and machinery.

12983. You found that you could not make a living in that trade, and you took to dock labouring ?

Yes ; I was young and strong, and thought I could do better for myself.

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Mr. WELSH.

[Continued.]

12984. Sixteen years ago is the period that Mr. Tillett spoke of as a time when the condition of dock labourers was much better than it is now; is that your experience?

Yes. The South Dock that I went to work in had almost a monopoly of steam shipping in it at that time; previous to the existence of the Tilbury Dock.

12985. What did you earn in those days?

Nothing alarming, but simply enough to live. I tried to do my best. It was something more favourable than the work I had hitherto performed; the work of boot-closing having died out. I made a little better thing of it, but not anything respectable as a living.

12986. Could you tell us what would have been your average in those days?

My average work was something about 12s. a week the first few years when I first went to the dock.

12987. That would be all the year round?

All the year round.

12988. And were you in constant employment then?

No; I had to take my chance at the dock gates just as I do now, only then my chances were more frequent.

12989. Do you mean that when you were working as a boot-closer you could not earn 12s. all the year round?

No; the work became most uncertain, and became entirely monopolised by females, and I was so constantly out of work, that when I heard there might be the probability of obtaining work in the docks I, like others, went there; and being rather fortunate at the start, I suppose an infatuation made me continue. I might have done better had I not sunk so low. I sunk so low that it was really not possible to retrace my steps; and I suppose that is about the sum and substance of the experience of others like myself.

12990. What can you earn now?

My chances of work now are very bad indeed. I can hardly give a sum to represent it. Sometimes I am for weeks and weeks out of work, and that not from any deficiency on my part, but in consequence of my having been rather forward in desiring to see a better condition for my class, those in authority have really made my life unbearable; I really cannot obtain work at all.

12991. Do you mean that they have made a set against you on account of your belonging to the union?

On account of my forward movement to try to better the condition of my fellows. It is nothing to do with my joining the union, because long prior to my joining the union such a state of things existed.

12992. You think the reason why you do not get constant work is not because the work is not there, but because the people in authority will not give it you?

On both sides. There are others like myself who have not agitated amongst the men, but have not got work; but I, having had 16 years of work, and had all that experience, ought to be able to get work; but I attribute the fact of my not being able to get work to the reasons I have given.

12993. Is the competition to get work now very much more severe than it was 16 years ago?

Much more severe.

12994. Have you many men among the dock labourers who have been in your trade?

Yes; not only in my trade, but in many other trades.

12995. In your own trade is what I ask you?

Yes.

12996. You heard the evidence given by Mr. Tillett, did you not?

Yes, a portion of it; I came rather late.

12997. And

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Mr. WELSH.

[Continued.]

12997. And what you did hear, do you agree with?

I agree generally with what he said, but I would not bind myself to every statement he makes, because I have not gone into the calculation of the matter equally as well as himself; but I believe it is rather under than over the real truth of the matter. I could give my experience of one particular job which would almost prove that.

12998. Will you mention it?

A steamship came into the South Dock some seven or eight years ago loaded with 26,000 bags of wheat averaging $2\frac{1}{2}$ cwt. each bag; the vessel was geared and worked out in 22 hours, and the gear taken down; including that time, everything complete in 22 hours. Seventy-five men were engaged at 5 *d.* per hour, and 10 *d.* a-day was given as balance or surplus in excess of the 5 *d.*

12999. Tenpence a-day of how many hours?

For 22 hours, averaging eight hours to the day.

13000. You mean 10 *d.* was given for every eight hours?

We are in the habit of reckoning eight hours to the day; 10 *d.* a day; 22 hours, including all the time. Consider that it was a vessel of that description, we were impressed with the idea, that as a vessel had previously been discharged with less tonnage with a greater number of men, therefore we would have some treatment similar to that. The treatment of that ship which was called the "Adjutant," was 5 *d.* per hour, and 2 *s.* a-day balance at the end of the job. Therefore that itself was sufficient evidence to the men in a uniform cargo that there was a great deficiency in that which they earned. It is by such instances as these that we have discovered that there was a great necessity for inquiry.

13001. You mean to say that judging by the first ship the men expected to get more than they did for discharging the second ship?

Yes; we were able to compare the number of men, the amount of tonnage, and the time taken for discharging each vessel, and the comparison went to prove that we were greatly robbed in the latter ship; consequently I, on that occasion, as was usual, spoke, for which reason I was not able to work for nine weeks right off. I had to appeal to the superintendent of the dock, and whether for policy's sake or not, I was allowed for a few more days to continue, and at once kicked out again. This is the system that has been carried on generally in the docks; men who are rather intelligent beyond the others, men who really see these things thoroughly, are made scapegoats, and they are, in fact, treated in such a manner as to intimidate others from taking a similar course.

13002. I want to understand clearly what leads you to believe that you were robbed in the second ship; did not the men who unloaded her know the terms on which she was to be unloaded?

The terms generally are a balance in proportion to the amount of work done. This vessel was in great haste, and it was for the convenience of the dock company we were made to work so hard, and we were led to suppose by former treatment in a similar case that we were going to be treated accordingly; in fact the superintendent told us, "Well men you have done something like a day's work to-day"; that was after having done 18,000 bags in 12 hours.

13003. Do I understand that before this number of men began to work on the ship they did not know what they were going to be paid; did they not know absolutely?

They did not.

13004. Is it customary for them to know how much they are going to be paid?

No.

13005. They know how much an hour?

They know how much an hour.

(50.)

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13006. But

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Mr. WELSH.

[Continued.]

13006. But not how much they are going to get at the end?

They do not know what space of time they are required to do the work either, but they are driven like slaves to do this work in order to convenience the company.

13007. Tell me how the balance was supposed to be calculated?

There is a kind of a maximum and a minimum rate to be used at the discretion of the warehouse-keeper where the ship is discharged as far as I know. There are certain warehouse-keepers to certain departments of the dock.

13008. And you think that they settle the rate at which the plus is given?

It is the general impression among the dock labourers that the dock company allow a discretionary rate for the warehouse-keeper to allow. The lowest rate at that particular time we were under the impression was 6 *d.* a ton for landing. Now at the rate of 6 *d.* a ton for landing 3,400 tons of cargo done in 22 hours, and only giving the men 5 *d.* per hour would leave a very great balance indeed.

13009. And you were under the impression that that balance was what you ought to have received?

Yes.

13010. How did you know the amount?

We took the amount of the cargo, which was 26,000 bags of wheat, at 2½ cwt. each bag. Fortunately for us too, it was a uniform cargo, and we were capable of explaining the matter.

13011. But in other cases you would not be able to know the amount?

That is where our misfortune comes in.

13012. You think you ought to have some means of ascertaining what the time allowed for the discharge is?

Yes.

13013. And also to know the rate at which you are going to be paid for the "plus"?

Yes; I think a better understanding should exist between the labourers and the company; and at present that is where I believe the difficulty lies.

13014. You mean that there is no mutual agreement?

It is no mutual agreement; it is done by force. The company employ the men and pay them under a very unfair system which the men have really a just demand for being inquired into.

13015. It is unjust in this way, you mean; you think that the dock company exact unfair terms?

Yes.

13016. And how is it that they are able to do so?

There have been many reasons. Unfortunately, the helpless condition of the labourers themselves is one very great reason, and they are so conscious of that fact that even this morning when practical men were required to come and give evidence on this question it was very difficult to get them, showing at once that there is a great fear and intimidation existing amongst the men; they really fear the consequences, and that is taken advantage of by the dock company and its officials.

13017. And you do not know as a matter of fact whether this "plus" is settled by the dock company or by the warehouse-keepers?

It is at the discretion of the warehouse-keepers, because it varies so. A vessel discharging at one portion of the dock company's premises will be discharged more to the satisfaction of the men than one discharging at another, showing at once that it is at the discretion of the warehouse-keeper.

13018. You do not know whether the dock company pay a regular fixed sum to the warehouse-keeper?

I do not understand that question.

13019. You

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[*Continued.*

13019. You say that the rate is settled arbitrarily by the warehouse-keeper?
Yes.

13020. I want to know whether, in your opinion, the warehouse-keeper in that respect is acting as the agent of the dock, or whether the dock company pay a regular rate to the warehouse-keeper, and he varies it according to his discretion, and makes something out of it on his own account?

No, I would not impute that to the warehouse-keeper. I believe there is a certain bonus allowed to be given at the end of the year to the warehouse-keeper in proportion as he shall do this for the company. The company seem to be thoroughly cognisant of this mode; that it is a system that has only lately grown under Colonel Du Plat Taylor, and it is encouraged so that I remember on one occasion with regard to a certain Mr. [] of the South Dock, it was imputed to him that he received something like 2,000 *l.* for a bonus, or that there was 2,000 *l.* in excess of other warehouse-keepers which he had saved to the company, and therefore he had a bonus.

13021. You said that the dock company pay their warehousemen a bonus in proportion as they get their work done cheaply?

Yes.

13022. Therefore it is the object of the warehousemen to cut down the rate of wages, that is to say, the "plus," as much as they possibly can?

Yes.

13023. Have you ever worked under this contract system where the unloading and discharging, or loading, is put out to a contractor by the dock company?

Yes, very frequently.

13024. Is it not a fact that it frequently passes through many hands?

In one particular instance, in the Victoria Docks, at the granaries there are men called sub-contractors, under whom I have worked occasionally. Those are men who work immediately under the contractor, and in any difficulty that exists between them and the sub-contractor there is simply no satisfaction given. An appeal to the warehouse-keeper will at once send you back to the contractor, and the contractor will at once promise you no more work at all for having made such a complaint.

13025. Do you know whether it is the custom for a contractor to take out the unloading of a number of ships, say a dozen?

It used to be in the South Dock. Mr. Stapleson, who is now at the Tilbury Docks, had something like a dozen or 14 ships at one time.

13026. It is the case then that a contractor might take out a dozen ships; in that case, I suppose he would sublet them to these sub-contractors?

I do not know the method that he adopted.

13027. I do not mean that particular case; I will take a supposititious case; if a man had the unloading of 12 ships he could not look after them himself?

Of course not.

13028. He would put it out one to one man, and another to another, and so on?

Yes.

13029. And in their turn would these sub-contractors put it out to others?

I am not aware.

13030. I suppose you would not know what the original contract price was?

Unfortunately our condition is that we have to dwell upon all that is reported; and we do not know anything particularly, and people take good care to prevent us from knowing.

13031. You would not be able to speak upon the actual difference between
(50.) the

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[*Continued.*

the price that you were getting from the contractor who employed you, and the price that the dock company put out the contract at; that you would not know?

No.

13032. Are you a married man?

Yes.

13033. Does your wife work at home?

Yes.

13034. What kind of work?

She is a charwoman; no particular trade.

13035. She does not do any sewing?

No.

13036. Lord Archbishop of *Canterbury*.] Should you mind, or would you object, to telling us what you think the companies know of the kind of agitation that is carried on; what kind of agitation did they suppose you had carried on which made them object to you?

I do not think any notice reached the dock company itself as to my doings individually; but certain men are appointed in office in the position of contractors, foremen, and others, who think it their interest to do this sort of thing by preventing men of my description from working. I do not think that there is any particular notice of me more than any other people, but I happened to be one of the particular kind that they have had a great objection to. Of course, wherever intelligence exists among men (it is such a rare thing, unfortunately), however small it might appear, it is obnoxious.

13037. I thought you spoke of some special agitation or prominent part which you had taken in setting up for the rights of your class?

Only in reference to such instances as that vessel I referred to.

13038. What did you do then?

I appealed to the warehouse-keeper as to whether it was right that this should be. I told him that, in this particular case, it was fortunate for us that it was a sum upon which a child could be correct. There was the amount of tonnage of the ship, the work done, the number of hours, and the number of men on the ship, and I explained it to the warehouse keeper; and I explained, positively, that comparing it with other jobs I was justified, and the men were justified, in expecting more money.

13039. Then that set that particular warehouse-keeper against you; do you think that that runs about amongst others?

I am sorry to say I think it does.

13040. Do you think the warehouse-keepers vary the payments which they themselves make, or has one warehouse-keeper a particular tariff which he pays for unloading ships and another another; or does the same warehouse-keeper vary them?

I am not aware that there is any distinction of tariff.

13041. But you spoke, I think, of one ship or one piece of work being paid at so very different rates from others?

In the case of a vessel landing, I believe the same rate exists all through the East and West India Dock service for landing similar cargoes.

13042. I thought you said that the payment made for discharging different cargoes varied so much?

The discretion allowed to the warehouse-keeper varies I should imagine. For instance, some warehouse-keepers are more generous than others; there is what they call a maximum and a minimum rate to be used at the discretion of the warehouse-keeper; so that a man might be a more generous man who cannot see that the work should be done at so low a rate, and he will come to a medium.

13043. You

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[Continued.]

13043. You spoke of the men being driven and compelled by force to do such work ; you mean force of circumstances, and driven by the fact that they cannot better themselves ; you do not mean anything more than that, do you ?

The men are so well aware that there is no alternative for them but that particular work ; a man is bound to do the very best he can under the circumstances to keep that work ; he remembers well the misery he has gone through previously, and that he has to go through a similar misery afterwards ; but the contractor who is immediately over them, and drives them, knows it too well, and takes advantage of it, and altogether under the circumstances the man actually is driven, driven in the strict sense of the term.

13044. How do you get a job, or get taken on ?

By standing outside the gates.

13045. How do you get paid ; the moment the ship is discharged ?

Very often we are waiting an hour outside the office door in order to get it.

13046. But you are paid as soon as the work is done ; not at the end of the week ?

As soon as the work is done.

13047. Where did you get your own education which enabled you to take this lead ?

At an ordinary school.

13048. In the East End ?

In Norwood.

13049. Are the class of men that you work amongst thrifty themselves ; do they make the best of what they receive ?

Not as a rule ; no more than any other class.

13050. And no worse ?

No ; I see no distinction. Not knowing much of other classes I do not know.

13051. But you said they are not worse than other classes ?

So far as I can judge.

13052. Earl of *Aberdeen*.] If a vessel, supposed to contain 5,000 tons, has to be unloaded, would the men be paid on the understanding that there is not more than that quantity in the ship ?

There is no understanding whatever existing.

13053. Is it not said beforehand that there is a certain amount of cargo to be unloaded ?

No ; you are simply given the work, and at the end of the job you have to abide by what they choose to do with you.

13054. In the case of contract is there not some arrangement with regard to the tonnage ?

No, there is no understanding whatever, except that the men know what price they are going to receive from the contractor ; that is all, the rate per hour ; in fact there is such a rivalry existing amongst the men working for the contractors that they seem to try and do as much as they can each in order to obtain the favour of the contractor ; that seems to be the system unfortunately amongst the men.

13055. That is owing to the great excess over the supply of the demand for work, is it not ?

I do not know what it is owing to. One thing I know, it is owing to great ignorance on their part. If they only knew their strength as men, and their ability, they would not be so ready to "knuckle under," in my rough way of expressing it.

13056. So far as you observed, what is the effect upon the temper and disposition

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[Continued.]

disposition of the men of waiting sometimes for a few hours, sometimes for a few days or longer, to get work or not?

It is a perfectly abject state, which is indescribable.

13057. Does it lower their sense of independence and self-reliance?

They lose all spirit of manhood and independence; in fact, it is a very rare thing to see any existing manhood among them.

13058. Do you attribute that partly to the circumstances that I have alluded to?

I do.

13059. Lord *Clifford of Chudleigh*.] I understand your complaint against the contractors is simply that circumstances oblige the men to curry favour with them, and to work much harder than they expect to do; but you do not accuse the contractors of not giving the sum agreed; they agree to give them so much an hour, and they give it?

And they give it; but it is a singular thing that in many instances, as is well known in Canning Town, contractors of the Albert Dock have been known to take 40 l. or 50 l. at the end of a contract job; and these men have been seen going about in Canning Town, and riding their cobs, and owning houses, and all at the expense of these men that they have, as it were, under their thumb.

13060. But, still, they go fairly into the market and give the prices of labour that they agree to?

I do not understand the term "going fairly into the market."

13061. They go to the dock gates and offer wages, and the men come and take them?

That is the only alternative for the men.

13062. Earl of *Derby*.] I do not understand that you accuse the contractors of breaking faith with the men, do you?

No.

13063. Only that the rate of wages is lower than you think it ought to be?

I accuse the contractors of not being the most desirable men for the dock company. I believe there are men who are more capable and more humane, more qualified for the post, who could be obtained, if the dock company went about it in a manner more generous to the men. There are a body of men who really would occupy the position better, be more humane to their fellows, and deal more fairly with the directors of the dock company, if they were sought after; but now the most bull-dog propensity is sought after first; the low life and brutality of the man is a redeeming quality in the eyes of the company, to constitute him a contractor.

13064. Then it is not that you object to working for a contractor; but you think the contractor are not the right sort of persons?

In the first place, I object to a contractor altogether; but, if contractors are desirable, let them be men who are more capable of being humane than they are at present.

13065. Would you explain; you say that you object to contracts altogether? I object to contracts altogether.

13066. Will you tell us on what grounds?

Because I do not think there is a necessity to contract; for, in the first place, it reduces the number of men required for a job; it causes certain men to do more work than they otherwise would; it contracts much more work into a given nucleus than otherwise would be. I consider that where six men are required to do it, four men cannot do it; but four men have to do it under the contract system.

13067. You mean that a smaller number of men are employed than can do the work properly; is that it?

Yes, that is it.

13068. *Chairman*.]

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Mr. WELSH.

[Continued.]

13068. *Chairman.*] Do you know whether it is the custom, as we have been told, to hire men up to dinner time, and then discharge them, and hire them again after dinner time?

It is a constant practice, and such mean practices as these are resorted to. One of the last occasions I worked in the Albert Dock, I worked all night on one of the British India boats and worked till six o'clock; there are three contractors there for the quay work, and one man who, in the absence of his two partners, happened to superintend the work all day, came up to us six or seven men at the forehold and said, "Now I will pay you until six o'clock." Now it is the regular thing for the breakfast hour to be allowed; but even in such petty mean ways as that we find men capable of robbing the men of 6*d.* I ought to have had 6*d.* for my breakfast hour, and I was robbed as well as six or seven others of that possible 6*d.*

13069. Do you mean that you were working all night, and were discharged at six in the morning and went to work after your breakfast hour?

I could have done so if I had pleased. I ought to have had my breakfast hour given me, but he knocked me off that 6*d.*; it is the regular practice; in fact, I think if an appeal was made to the warehouse-keeper or the superintendent of the dock such a thing as that would be allowed. Therefore I think, as a rule, contractors are baneful for the employment of the men, and I think a better system could be brought about by the Dock Company employing men of a more generous and humane feeling towards their fellows.

13070. I think you said that the dock labourers are not more steady than any other people; I should gather from you that the life of a dock labourer is of this kind: he goes a long period sometimes without any work, consequently earning nothing, and then he may get a short spell of very hard work and earn a considerable wage in the course of 24 hours, say; is that so, that the work is very irregular?

Very irregular.

13071. That would not be likely to make men regular and steady?

No.

13072. And I understand that what you complain of principally is that practically the men are so weak that they are entirely at the mercy of the contractor, or warehouse-keeper, or foreman, or whatever they may be, the subordinates of the Dock Company?

Yes.

13073. Have the men ever appealed to the Dock Company themselves?

In a few instances they have, but unfortunately it has been to the disadvantage of the man appealing.

13074. *Earl of Aberdeen.*] You mean to the disadvantage of the spokesman of the men?

Yes.

13075. *Chairman.*] Have you ever worked as a stevedore?

I have occasionally.

13076. Were you better off as a stevedore than working as a dock labourer?

I never was fortunate in obtaining a good amount of work, on account of my physical structure I suppose, not being a large-made man.

13077. Stevedoring requires more skill, does it not, than ordinary dock work?

It is supposed so; but I do not think so. I think a certain amount of skill is required in discharging even as in loading. The way the skill comes in for stevedoring is in taking a leading part in it; other people do the labour as they would in discharging.

13078. But it requires physical strength?

Yes, physical strength.

The Witness is directed to withdraw.

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JOHN MASON, is called in ; and, having been sworn, is Examined,
as follows :

13079. *Chairman.*] ARE you a dock labourer?
Yes.

13080. Have you always been in that trade ?
No, I have not always been in that trade.

13081. What trade were you in before ?
I followed the business of a clerk before.

13082. Have you heard the evidence that has been given by the last witness ?

Part of the evidence ; I was out part of the time.

13083. Did you hear the evidence given by Mr. Tillett ?
Yes.

13084. Do you agree with it generally ?
Yes.

13085. Are there any particular points you would like to mention to the Committee ?

It would be in reference to the pay that they were receiving at Tilbury Dock. Of course they were taken down there and paid 5 *d.*, the total of the ship ; after that you were paid only the 4 *d.* ; and sometimes you would go a whole fortnight, and perhaps only get two days' work in the fortnight ; and I have gone a month with only four days' work, at 2 *s.* 8 *d.* a-day.

13086. You mean that it was very difficult to get work ?
Yes.

13087. That is not peculiar to that dock ; there is a difficulty of obtaining work in all docks, is there not ?

Yes. Then Mr. Du Plat Taylor said that he could get men for 2 *d.* an hour.

13088. What are they paying there ?
Fourpence an hour, and preference men 5 *d.* an hour.

13089. What class of work do you generally do ?
I have done all classes. I have worked in the ship's hold, I have worked on the quay, and I have worked on deck.

13090. And how long have you been a dock labourer ?
About four and a-half years, now.

13091. You cannot tell us anything about the state of things 10 or 15 years ago ?
No, not that time.

13092. Are you earning any more wages now than you did when you joined ; did you earn more wages a few years ago than you do now ?

Yes ; the docks were not in such a bad state, and, of course, things have been worse of late.

13093. *Earl of Aberdeen.*] What led you to come and give evidence to-day ?
Because I belong to the Dock Labourers' Union.

13094. Who asked you to come ?
Mr. Tillett.

13095. Do you expect to get into any difficulty because of giving evidence ?
Yes ; I shall not be employed again, I do not suppose.

13096. Have you been a great deal out of employment lately ?
Yes, I have lately. I have not done anything for about five weeks now.

13097. Who

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[*Continued.*]

13097. Who do you think will prevent you getting employment ?

I shall not get any employment at Tilbury, I suppose. Mr. Todd, and all the warehouse-keepers there would prevent me getting it.

13098. Have you taken any part hitherto in representations on behalf of the men ?

Yes.

13099. So that perhaps already they have the idea that you are troublesome ?

They know that I have assisted, in a measure, so that they would not employ me again.

13100. You have been anxious to get some sort of organisation amongst the men for their own benefit ?

Yes, for their own benefit.

13101. Lord *Clifford of Chudleigh*.] Are the preference men men who have had more experience in the dock, or more powerful men ?

No, a great many of them are men that come from off the land, or have worked as navvies on the dock previously ; a rough class of men, some of them.

13102. And they are selected because they are stronger ?

Some of them are stronger men ; some of them are ordinary men. There are many of the men that have been paid 4 *d.* an hour that are far superior men, and men that have been used to dock work all their life and know every part in the system of working a ship.

13103. You do not know why the preference men get 5 *d.* ?

I do not.

The Witness is directed to withdraw.

WILLIAM PIDGLEY, is called in ; and having been sworn, is Examined, as follows :

13104. *Chairman*.] WHAT are you ?

A Preference-man at the East Wood Wharf of the West India Dock.

13105. You are a dock labourer ?

I am, and have been for the last 20 years.

13106. You are what they call a preference-man ?

Yes.

13107. Then you will be earning more wages than an ordinary man ?

Yes ; I get 6 *d.* a day extra ; 5 *d.* an hour and 6 *d.* a day extra. I share the balance when I get it.

13108. And you have been 20 years at this ?

Twenty years, and my father 42 years before I was.

13109. Could you earn more 20 years ago than you do now ?

Yes, I could earn more money than I do now.

13110. And has the rate that you could earn been going down steadily all the time ?

Yes.

13111. Or has it gone down rapidly the last few years ?

It has not dropped all at once ; it has dropped gradually at a time.

13112. I understood from Mr. Tillett's evidence that the rate of wages had not changed, but that a man could not do the same amount of work now as formerly ?

(50.)

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They

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[Continued.]

They are getting plenty of work at our place all the year round; there is nothing to grumble at in that, only it is the way we have been treated in regard to the balance.

13113. You get work all the year round, you say?

I am at work all the year round; but I do not expect to be at work after this; that is to say, after coming up on behalf of the men.

13114. But you do not earn the same rate of wages as you earned 20 years ago?

No, I do not.

13115. And what you complain of is what?

That we do not get the balance shared out to us as we used to. Before we got the cashier that is at our place now, Mr. Taylor would have been too pleased to share out the balance to the men.

13116. Who does share it out to you?

The paymaster.

13117. Formerly the paymaster was only too glad to share it out, you say?

Yes.

13118. And now you say he is not?

He is not; sometimes he keeps us men who have done work at night-time, those who knock off at four o'clock, till 20 minutes past four.

13119. In your opinion if it is only a question of one man treating you well, and another man treating you badly?

Yes.

13120. There is no difference in the system?

There is difference in the system so far, because at one time it was 4 *d.* an hour, and now it is 5 *d.* an hour; but by being 5 *d.* an hour the balance is stopped away. When we used to get 4 *d.* an hour, we got more balance.

13121. What difference does it make to you whether you get 4 *d.* an hour with a larger balance, or 5 *d.* an hour with a smaller one?

We used to get 12 *s.* or 14 *s.* on the Saturday at two o'clock for balance where I do not get 2 *s.* a month now.

13122. Do you know how that balance is calculated?

I do not know.

13123. All that you know is that you do not get as much as you used to?

Yes.

13124. And you think that is owing to the individual man that gives you the work?

Yes; I do not think it lies with the paymaster.

13125. Have you ever worked as a stevedore?

No.

13126. Do you do all kinds of dock work?

No, only the timber discharging ships, and piling.

13127. Could you tell us exactly what is meant by preference men?

A preference man is supposed to have a gang of men under his charge.

13128. How many men do you have?

Sometimes four and sometimes eight.

13129. And do you choose them yourself?

No.

13130. And have you nothing to do with paying them?

Nothing at all to do with paying them.

13131. All

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[Continued.]

13131. All you have to do is to see that they do their work?

Yes; and if there is any balance to them I have to have the balance, and these men get none; and all the balance is about 2 s. a month.

13132. In former days was the balance shared amongst all hands?

Yes.

13133. You told me just now that there was not a difference in the system, but it seems that there is; formerly all the hands had the balance, now it goes to the preference men?

Yes.

13134. And how that balance is found out you do not know?

I do not know. We used to be told one time which job this balance of money came off from, but now we do not know what job it comes off from.

13135. And you do not know the amount of cargo you have got to take out of the ship or put in her?

No.

13136. Earl of *Derby*.] You say you could earn a good deal more a few years ago than you can now?

Yes.

13137. Do you think that that is in consequence of the increased use of machinery; we have heard something about that?

Yes, we have all machines at our place, and it is a dangerous place to work at.

13138. And the consequence is, I suppose, that a smaller number of men are required to do the same work?

Yes.

13139. And do you think that there are a larger number of men applying for employment than there used to be?

Yes.

13140. So that there is less work to do, and there are more men asking to do it?

There is more work to do and less men to do it.

13141. But there are more men wanting to do it?

Yes, taking it in that way.

13142. Lord *Clinton*.] You say you have always had regular work?

Yes.

13143. Do you mean you work every day, or that you always have a share in every job that there is?

We work every day.

13144. Were you working yesterday?

Yes.

13145. Could you have worked to day, supposing you had not come here?

Yes, I could have had work to day.

13146. Who engages you for your work; who gives you the work?

The foreman.

13147. You complained here of the paymaster; you do not complain of the foreman?

No, I do not complain of the foreman, or of the warehouse-keeper.

13148. You complain of the paymaster?

Yes.

13149. He does not engage you?

No, but he has the sharing out of the money.

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[Continued.]

13150. How would that prevent your getting work again if the paymaster does not engage you?

Because I feel I am what they call a marked man now.

13151. You mean to your employers?

Yes.

13152. Then you do complain of your employers as well as the others?

Yes.

13153. You think your employers will treat you badly?

I do, for coming up here.

13154. Lord Archbishop of *Canterbury*.] Why do you complain of your employer, if your foreman is all right and the warehouse keeper, and only the paymaster gives you trouble?

I do not complain of my employer now, but on account of my coming up here to day and my not having the regular work the same as I have had, because of speaking on behalf of the men that belong to the union; my brothers who have asked me to come.

13155. You have no fault to find with the employers?

Only the paymaster; the money he ought to pay us I believe he puts on one side for himself in a blue bag, they call it. There is something wrong; I do not understand the idea of it at all.

13156. You do not think you get as much money as you ought?

No.

13157. Not so much money as there is for you?

No.

13158. You spoke of the use of the machines reducing the number of men employed; that is, only on each job; but I suppose there are a great many machines, and that brings a great deal more work altogether, does it not?

No.

13159. You think there are fewer unemployed in the docks than there were 20 years ago?

Yes, there are much fewer; we had none of these steam travellers.

13160. But then has not the work extended, and the number of ships that come in increased?

Where a ship used to require a fortnight or 18 days, they are out in four days now.

13161. If you have been employed every day, have you to wait for your turn at the dock gates?

I do wait to be called in the same as other men.

13162. You have been lucky then?

I have been one of the lucky men.

13163. Whenever you go in are you always a preference man?

Yes.

13164. Do you get a gang round you; do they give the gang over to you?

Yes, they give the gang over to me.

13165. Then they must make you welcome?

They do make me welcome.

13166. Earl of *Aberdeen*.] The preference man then would be the same as what is called in some trades a "ganger"?

Yes.

13167. When you get the balance that you mention are you expected to divide it among the men?

No.

13168. They

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13168. They do not expect you to do that ?
No.

13169. If the timber trade has given more work, as I understand you it has, then there is in some other departments ; why are there not more applying for that work ?

There are, but then they may not be required.

13170. You are speaking of your own experience, not the general experience ?
Yes.

13171. With reference to the question put as to your complaining of the employers, are we to understand that you have no complaint to make against them, but that you are afraid that your having appeared as the representative of the men will cause you to be looked upon as an inconvenient person ?

Certainly. We do not get our rights.

13172. Is it not possible that the employers in your case are not aware of the particular complaint or ground of complaint which you have mentioned ?

We are not allowed to see our employers not for a proper action.

13173. Lord *Clifford of Chudleigh*.] Have you worked at all in the timber trade under what has been called the contract system ?

Yes.

13174. But the other system, the piece system, is the more usual ?

Yes, the sweating system ; I have had jobs on the sweating system, took my own men.

13175. Is that very usual ?

Yes ; I would not have any more to do with it.

13176. Earl of *Aberdeen*.] As you have had more or less regular work have you been able to save from the wages you are getting ; I do not ask the question out of mere curiosity, but merely in order to judge of the relative condition of the men ?

No, I have 10 children and a wife, and with 4 s. a day I could not save money out of that.

13177. *Chairman*.] I thought there was a great deal more work to be done in the docks now than 15 or 20 years ago ?

No.

13178. Is there not more tonnage, loading and unloading, in the docks of London than 20 years ago ?

Not in the West India Docks ; as to the other docks I cannot speak.

13179. *Chairman*.] And you think that the introduction of the machinery has thrown men out of employment ?

Yes.

13180. Have you reflected at all that if the machinery was not used in the Port of London, the shipping would not come to London at all ?

I do not suppose they would now ; they go to the best docks to be unloaded ; you have them in one tide and out the next.

13181. So that if machinery was not adopted you would be worse off than ever ?

Yes, there would be no work of any sort.

13182. Lord Archbishop of *Canterbury*.] Did you say that your brothers asked you to come ?

All the men that work in the place.

13183. How many men ?

About 220 men.

13184. And they wished you to come and speak for them ?

Yes, on behalf of the men.

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[Continued.]

13185. *Chairman.*] I understood you to say that you would not work under the contract system?

No; I would not take more work.

13186. How is it that you are able to be sufficiently independent?

Because I have worked hard; I and the gang have worked hard.

13187. I mean to say how is it that you are able to be sufficiently independent to say, "I will not work under this contract system because I do not like it," whereas, we have heard that the bulk of the men who are dock labourers cannot help themselves?

We all knocked our heads together not to do any of this contract work. In one case I had thick planks three or four hundred weight, and we worked hard, no men in the wide world ever worked harder than what we did; and then the men said to me, "Have we nothing extra on this;" I said, "I do not know;" and then the paymaster turned round and said, "There is only 1s. 6d.;" and he said, "I was thinking of giving that to Pidgley;" I said, "Give it to me, Sir, and I will share it among the men; they have worked just as hard as I do."

13188. I understand, then, that a number of you have combined together to refuse to work under the sweating system?

Yes.

13189. And I suppose you think that if the men would combine much more widely they would be able to do away with the sweating system?

Yes.

The Witness is directed to withdraw.

EDWARD STEWARD is called in; and, having been sworn, is Examined, as follows:

13190. *Chairman.*] You are a dock labourer?

Yes.

13191. How long have you worked in that way?

Over 16 years.

13192. Have you heard the evidence that has been given by former witnesses?

Yes.

13193. Do you agree with it generally?

I quite concur with it from the first. There are other statements that I could make to confirm Mr. Tillett.

13194. Is there any particular point that has not been mentioned by Mr. Tillett or the other three witnesses that you would like to mention?

Yes, there is one particular point I should like to point out, that is the mean manner in which in reference to the East and West India Dock Company they would like to place every man in a degraded position; that is by bringing them to what they call a "common lodging-house;" because when a man is brought to a common lodging-house you may term it that he has got no home; the consequence is that they work on a weak principle; they know that these men are outside eagerly waiting if it is only to get one hour, so that if they only do one hour they have got the price of their bed, which is a great boon to a man wanting money; but this is the principle they work on. With regard to the question in the first instance about taking on twice a day, if they took on men at eight o'clock in the morning the men would be able to go elsewhere and look for their living, and if they could not succeed in any other place then they could return at twelve o'clock and be taken on if required at that time to work up till four; that would enable a man to get sufficient to appease his wants

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wants for that 24 hours at any rate. But this is the reason, that they are trying to bring the men down; this is the very reason that from 100 to 200 at the different gates gather together; they have been brought to a lodging-house and they cannot extricate themselves, and they have to wait, at the hands of the dock company, to take them on for one, two, or three hours as the case might be.

13195. I do not clearly understand why that applies to men in the lodging-houses; I understand what you complain of is that the men are obliged to hang about, perhaps all day long, outside, and be taken on at any moment, and that therefore they have no opportunity of trying to get work elsewhere; that I follow completely, but I do not understand why that is different in the case of men in a common lodging-house from other men?

As a householder you would scarcely like to take a person in without they made some deposit. A man with a small amount of money, such as 10 *d.*, could not go and pay a deposit for lodgings; and it is the shortness of work that gets him out of respectable lodgings, and so the company would like to see them all in common lodging-houses, so that they could go there outside and take them on in the middle of the night as well as the first thing in the morning; and that is what is against us sadly, that they can go out and pick men up at the gates simply because they are pressed and driven to stay there; and when they get in they have so many men to hunt them up.

13196. How do you mean, "hunt them up?"

They make a man have a load on his truck, and run behind them, saying, "Now move on; move a bit sharper;" and through intimidation and fear, the man is actually driven to do it beyond his strength.

13197. Are these common lodging-houses generally in the neighbourhood of the docks?

Yes, they are generally in the vicinity, such as Poplar, for the East India Dock, and St. George's, Ratcliff, for the London Dock, and Whitechapel always convenient; and they are most spacious dwellings; they are capable of holding all the dock labourers in England.

13198. And you think that the men are compelled to live in these common lodging-houses because they cannot earn enough in the short spell of work they get to make a deposit?

Yes.

13199. And you think that they ought to have an opportunity of seeking for work elsewhere; and to bring that about you would like to see the dock companies compelled to take the men on at two fixed periods in the day?

Yes; but there is another thing. As regards the men themselves, there are men outside termed "outsiders;" with regard to the evidence of the witness before me, as a preference man I could go the dock company and challenge them to give me a job; that I cannot do as a labouring man. These preference men will receive their full money all the hours that it is possible to make, and they get this "plus." Now I may go and perform any duty that they require of me, and because I am an outsider I have no "plus." I am working under the East and West India Dock Company now, and I say that if I can do the work in all these classes in any place they like to put me, why should I not receive as much remuneration as others who are not doing as much as me, but only the blowing part, "Go on," and "Come here."

13200. Is it not the fact that in former days this "plus" was divided among the whole?

Yes.

13201. How did that come to be changed?

I cannot tell.

13202. You only know the fact?

I only know the fact; at the present time in the East and West India Dock there is an upper and a lower division, and they have got a select few, about 18

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[Continued.]

in number, and those people alone get the "plus;" other men, useful men, that have to go in casually and do the hours as it may be, one, two, or eight, only just get their bare pay. They also have another game that these preference men go in for, the frozen meat of a night which they are selected to do, and it does not require more than themselves to do it. They are not only regularly at work receiving their "plus," but they get all extras that is beneficial to themselves and injurious to all others.

13203. How do you mean they get them; how can they manage to get them?

They are on the book, and they are merely told that they are required to-night, after a day's work, to do one, two, or three hundred, or a thousand sheep's carcasses.

13204. They are permanent hands, I suppose?

They are not permanent hands, but preference men; men whom they consider a kind of a temporary staff. Acknowledged men, however, quite as useful, and who could do the same work, stand by, or get nothing whatever in the shape of remuneration as "plus."

13205. The preference man is a "ganger," and has a gang of men under him?

Sometimes he has a gang, and sometimes they work as a body; if they only want 12 or 18 men they cannot get gangers for all, they have to be then all equal; but, of course, there is a responsible one among the lot to have the control and to arrange matters how it is to go.

13206. Are you in pretty constant work all the year round?

Since I have been in the company I have had a tolerable supply, but things have gone very wrong; I am not in constant work, I am at casual work.

13207. What do you suppose you can earn all the year round?

In the present circumstances not seven or eight shillings a week.

13208. Can you earn more than that five years ago?

For eight years I never knew what it was to be wanting a day's work; I had rather more than I required.

13209. Up to when would that be?

Up to, say, six years ago.

13210. What could you earn then?

On the average I would take about 25 s. or 26 s. a week, and then I would take such a thing as a shilling a day, and as much as 2 s. 9 d. a day on the ship's "plus," before the Suez Canal was opened and we had the tea ships. I could mention the name of the ship; 2 s. 9 d. per day "plus," and now under the circumstances I work twice as hard as I did then, and I get about half the money.

13211. And that you cannot account for?

My simple idea of it is this; I may be wrong, but I shall not be far wrong: The company lower their rates and they do not make any alteration in the men, only over-burden them with work; that is the only thing that I can say.

THE LORD CLINTON TAKES THE CHAIR.

13212. *Chairman.*] Is that not because there are many more men wanting the work?

Yes, there is a great number demanding work at certain seasons of the year, but they require as many men as they wanted then, at different seasons of the year.

13213. There is much more competition for work now than there was then?

At this time of the year. In the different seasons of the year we lose the men:

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men ; we lose the men who go for the harvesting and the agricultural labourers. There are the painters, when the sun is out we lose them ; and the tailors, when they improve in their styles and fashions, we lose them ; so that we are left by ourselves as dock labourers at certain times ; but at the present time you would not find at the dock gates a great number of people that I should not classify as *bonâ fide* dock labourers.

13214. That was not the case many years ago ?

Not when trade was brisk ; but, of course, the Suez Canal has introduced the work here much quicker by steamboats ; previous to that we had the sailing ships, and now they can take up 72 crates in one hour, and each crate constitutes from 86 to 96 packages of tea, they can take up 72 of those in one hour. Previous to that we used to walk them out of the ship, lift them box by box, the same as carrying them upstairs.

13215. So that part of your trouble is due to the introduction of machinery ?

Yes, but they have reduced the machinery of the hands of men as well as introducing machinery ; I mean that they try to keep us down by reducing the hands and making us do more work. If they are on the push the lodging-houses are a great sore to most respectable men, and it is a thing we have all had to do in our turn. You find that if they are very short of men they know the class of goods they work on ; they know the hardest-up men, and they immediately despatch off one of their foremen to a lodging-house.

13216. When you speak of "they," whom do you mean by "they" ?

The foremen and deputies ; but these foremen, deputies, time-keepers, or clerks, do not take the responsibility on themselves, but from some one of the officials. The deputy warehouse keeper or the warehouse keeper gives them instructions, and then they get anything that they require, a man that is on tramp, a man that is from somewhere else, just at that particular time ; they do not want the good, sound, respectable men as a general rule ; they would like to bring you to a state of degradation and have you at the gates, so that at any time they could come and sweep you away or sweep you in, as the case may be ; they want to get you into these taverns and holes, and have you at their command.

13217. The foremen you complain of ?

Of the whole system in general, from the lowest to the highest.

13218. The foremen engage you ?

The man that engages come out, and your very appearance signifies that you want work ; a man says "Come here so-and-so" ; of course he chooses to the best of his abilities, and the more favourable you are towards him he takes you ; you might be a fortnight and you might not ; but still, from the bottom to the top we want to work fairly and amicably together, do a fair day's work for a fair day's money, and let us be all equal ; let all men equal at doing the work receive the same remuneration, and no distinction.

13219. Archbishop of *Canterbury*.] Are these lodging-houses kept by lodging-house keepers or are they connected with any of the people connected with the docks ?

No ; nothing whatever of that sort. These are erected by many people for the accommodation of those who have no larger means but only their pittance of 4 *d.* that they pay ; both for travellers and the residents in the parish it is convenient, if you have only 4 *d.* to have a bed.

13220.] Can you take your wives and children in there ?

No, not in single places.

13221. Then what do you do with your wives and children ?

You must go to a married quarter ; there are places of that sort.

13222. Why do you not go yourselves with the wives and children ; you said you could not get into respectable houses because you had to make a deposit and had not the money in your pocket for it ; but if your wives and children

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have to be in a house why should you not be with them, and why should you be driven into the lodging-house?

In many cases the wife has to do the same as you yourself.

13223. And go into a lodging-house?

Go where she can get in. Very often in the street; and very often very rough quarters.

13224. And that is whilst the man himself is in the lodging-house in order to be near his work?

No; I am speaking of two cases, of married men and of single men.

13225. Do you mean that they want to have single men that they can have in the Docks?

No, any man will do, but there are single lodgings and there are married lodgings.

13226. But you describe them as wanting the men not to be respectable, but to have them in their control by being in these lodgings?

Yes, just so.

13227. And being able to be got at at a minute's notice?

Yes; if they wanted a married man they would go to the married lodging for him, and if they wanted a single man they would go to the single lodging for him.

13228. Have the preference men no more head work to do than others?

The preference men, I am obliged to tell you, are the most useless men.

13229. Why does it pay the company to pay them more?

Simply because they get men of a better type under them, and they do it for them.

13230. Then have the preference men any organising to do to keep the gang together?

As regards keeping the gang together they do not require that. There is a place for everything, and that does not require much looking after.

13231. But must it not be the impression of the foreman or the employers that the preference men are of use to them?

Use in the manner that I tell you, that the whole of the gang have to keep them. They can say "Go on," "Come here," and "Do this," and you have to do his work; so you are doing his work to keep up his pay; you cannot pay these idlers out of nothing.

13232. Are they ever short of men at the docks when the different trades are going on?

Very seldom.

13233. Do you ever see the gates without any men waiting at them?

I do not know that I ever saw them without any; in the summer months you might see them a little bit deficient at the gates when they scatter in different parts of the country, but you seldom find a *bonâ fide* dock labourer going far.

13234. Who are these idlers that you mention?

The company's staff, that is what I term idlers; that is to say, suppose I go and undertake to do 100 tons of wheat, I have to put them on the load and place them on the truck, I myself, or anyone doing the same job; I have six men to push them on a truck, and one man on the barge to put them into the barge; I have a man there to run after me with a tin ticket in his hand; he takes one ticket for two bags, and sometimes two, but it does not matter whether he carries 25 tickets or two tickets for two bags; I call him an idler; anybody could pick up a ticket. Then there is another man who calls himself the "tallyman," a clerk he is to put down the weight or mark, to see that they are all right; I call him an idler. Then there is a fellow coming out of the warehouse who says, "Move a bit sharper than that"; I call him an idler. Is it

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E. STEWARD.

[*Continued.*]

it possible for me with my gang to keep three or four idlers on the job? The consequence is that we have to do twice the work to keep these idlers going.

13235. In fact you mean that all the staff are idlers except the men who are doing the work, or nearly all?

The interior economy of course must be managed; but I mean those useless outsiders walking round. I can understand a man managing the interior economy of an office, he is doing something towards it; but when you find a fellow walking round and telling you to do something and doing nothing himself, he is like a man doing a blacksmith's work by merely blowing the bellows.

13236. Earl of *Aberdeen*.] Have you been a preference man yourself?

Never anything more than just what I could get, being taken from the gate.

13237. Is it not usual in different kinds of work to have a ganger of the men, that one should be appointed the director of them, for instance, on railway work?

I do not know anything as regards the railway.

13238. But is it not within your experience that when there is a group of men employed it is usual to have one of them employed as a ganger or a gaffer?

Certainly; but I should say myself under the circumstances that dock companies work under, he should share in the labour, because it is not so serious and does not require so much knowledge but what anybody could assist him and get over the labour.

13239. We have had a witness who was a preference man, and who, as far as we could judge from his evidence, also did his full share of the work, and was trusted by the men as such?

I have served in the same department.

13240. Do you consider him quite an exception?

An exception to the rule. The foreman might say to me: "Steward, you take a gang," but still, at the same time, I should have to do the same work.

13241. You consider that the preference men do not do their share of work?

The preference men get more than they ought to get; they get the sweat of a badly paid man's money. There is the man who is in casually to do one hour or two, as the case might be, according to the business; he does the work and the drudgery of the work, and the worst of it, and yet he gets no receipt at all; no "plus," and very little work, and in the slack time of the year none whatever.

13242. You mentioned that the company had lowered the rate, and, in your opinion, had to make up the difference by getting more work from the man; was not the lowering of the rate in consequence of the competition between the different docks?

There is not the slightest doubt about that.

13243. So that the competition, on the one hand, among the docks, and on the other hand among the crowd of men applying for work, has caused these difficulties?

That is true enough; but this is the way that the money is eaten up, and why should it be eaten up by these idlers? They keep on living on the workman that is doing their work. At one time at the East and West India Docks the foreman would consider himself degraded by doing it, but now you will see him take hold of a bag of flour and make his black suit all over flour, or any other stuff. At one time the East and West India Docks foremen would not degrade themselves by even handing a ticket to be put in a bag, and now they will throw the bags down the shoot the same as an ordinary labourer.

13244. Do you not approve of that?

Certainly not; let the right man be in the right place. These men do not do it without some remuneration. I have been sent for on conditions, and told,

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[Continued.]

“you will be made a preference man” (I was at Tilbury), “and of course you know what to do; you have to see the work forwarded.” That system meant that I was to get all the work possible out of the men, run them as fast and as hard as I could, and get all the work possible out of them. This was what I was to do by getting another penny. At that time I was only getting fourpence. But I have not been made a preference man and I question very much if I offer my services that I shall be employed at all.

13245. Lord Archbishop of *Canterbury*.] Do you mean in consequence of appearing here?

Yes, in consequence of that.

The Witness is directed to withdraw.

JOHN MILLWARD, is called in; and, having been sworn, is Examined, as follows:

13246. *Chairman*.] You heard the evidence that has been given by the dock labourers?

Yes.

13247. Are you a dock labourer?

Yes, a casual.

13248. Do you concur generally with what they have said?

Yes.

13249. How long have you been a dock labourer?

Over 20 years.

13250. And where have you worked?

In the East India Dock, the West and the South, and Millwall.

13251. What sort of work have you done?

All kinds, ship and quay and warehouse; more ship work than quay work.

13252. Have you had regular employment?

No, extremely casual.

13253. More casual lately than when you first began to work?

Very much so; in fact, now it is hard to get a job under any circumstances. At one time, before the machinery was perfected we could be working a sailing ship that would last six weeks, and now it will be got out, if it is a large tonnage vessel, in as many days; six to 10 days is generally the time that the same class of vessel would be got out. For instance, there is a ship now in the East India Dock that was started (I was one of them) at eleven o'clock on Saturday morning, the “Westland,” she is 116 tons; she has 14,000 bags of wheat, and she is wanted to-morrow night, and no doubt she will be got out by about 26 men and the aid of three hydraulics.

13254. What is the rate of pay?

Fivepence an hour.

13255. That is now?

Yes.

13256. What was the rate of pay 20 years ago, when you began?

Half-a-crown a day, and the balance would amount sometimes to two shillings a day, which would be superior to our pay at the present time. The balance would be as much as two shillings, but of course on a sliding scale, sometimes a shilling, sometimes twopence, one shilling and twopence, and so forth.

13257. And when did the time of slack work for you begin; how many years ago?

I should say about ten years ago; it has been going down ever since.

13258. And

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J. MILLWARD.

[Continued.]

13258. And since about the same time has the rate of pay diminished too?

In proportion. It is not so much the rate of pay as the amount of work that you can get; it is the difficulty in getting the work, because there have been so many agricultural labourers that have been forced into the different lodging-houses, which have only risen up these last few years like mushrooms; and these men come from the country, and go into the lodging-houses, and fly to the dock-gates, and there is a competition.

13259. Have you been employed under the contract system?

I have, at Millwall.

13260. That is to say the man that employed you took a sub-contract from another contractor, did he?

Yes, and another sub-contractor below that again; that is to say they would offer me a job to do, a few tons of wheat or maize at threepence a ton; I could turn round and say to some chaps, "Will you help me to do this job?" and if I thought I could become a sweater, also take the hour's share and give them the least; and that has often been the case. In fact, for the sake of getting a little money I have had to submit to that myself.

13261. You mean you have done it yourself?

I have never done it myself, for the reason that I never liked it; I have had to submit to it.

13262. You have worked under a sweater?

Yes.

13263. What is the arrangement with the sweater?

The arrangement is that you do so much work, say 100 tons of maize, or 100 tons of wheat, or whatever it may be, and deliver it into a craft; and the quicker you do it the sooner you will receive your pay; that would be about half the average money you would get with the dock company, and that would be about 2 *d.* to 3 *d.* an hour.

13264. You would get about 2 *d.* to 3 *d.* an hour?

Yes, in the Millwall Dock.

13265. But you say that you have never acted as a sweater yourself?

No.

13266. Is that common?

Very common at the Millwall Dock; in fact, it is the rule.

13267. Is there very great competition for work at Millwall?

Yes, for this simple reason, because if men can get work anywhere they do not think so much about the money as getting the work; because of the difficulty.

13268. And there are crowds waiting at the gates, are there, at Millwall in the same way?

Yes; the system now is vastly changed to what it used to be, taking the 24 hours round. If a vessel comes in now it goes to work at once, unless it happens to be a sailing ship, and sailing ships now are decreasing and steam ships are increasing; and the consequence is that the moment a steam ship comes in it goes to work invariably, or at least in 99 cases out of 100, and it works out; and that means this: she might come in with to-night's tide; if the tide was at eight o'clock she would go to work; if it was twelve she would go to work and work till it is finished; and I have known the "Glen Eagles," I name them as being the largest tonnage of the Glen Line, to be out in 19½ hours.

13269. And have you had to work the 19½ hours?

No, I have not worked the 19½ hours, because it is too much; but I have worked more than that, but not on the "Glen Eagles;" I have worked 22 and 24 hours.

13270. Did you get the same rate of pay for that?

Sixpence an hour before six and after six.

(50.)

Y

13271. That

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J. MILLWARD.

[Continued.]

13271. That is a higher rate of pay than what you usually get ?
It is a penny more, but the stevedores would get a shilling for the same work.

13272. Lord *Archbishop of Canterbury*.] Are you a native of London ?
I am ; I was born in Finsbury.

13273. And where were you educated ?
I was educated at Mr. Chapman's school in the Commercial-road, and from that I went to the Birkbeck School in the Cambridge-road.

13274. How old were you when you took to this kind of work ?
About 25.

13275. What had you been doing before that ?
I was at a wine merchants' in Aldgate-street.

13276. As a labourer ?
I acted as warehouse keeper until the firm dissolved.

13277. You were getting much better wages then, I suppose ?
It is not a question of wages so much as of employment. When I had regular work it was not so much a question of wages then because I had no wife and family.

13278. What do you think is the most that you ever make a week now ?
Are you speaking on the average ?

13279. Yes, on the average ?
I am sorry to say that it is so small that it is disgraceful to mention it ; I am not speaking for myself, I am speaking for the casual labourers all round in the bulk, and I say that three shillings a week is not the average because I am much beyond that, but from two shillings to two and sixpence a week is the average of all those dock labourers' money.

13280. Do you mean that it is all the money the dock labourer gets given him for work ?
Yes ; the rest he gets by charity and by various other modes that it is impossible for me to define.

13281. What is the nature of the charity that he gets ?
Multitudinous schemes too numerous too mention. In fact I have often wondered how they do live. I live at the present time by assistance from my parents who are very well to do ; I receive 5 s. a week.

13282. From your parents ?
From my mother ; and by the assistance of that 5 s. I live, and I am a strong able-bodied man ; and the reason why I am sitting here before this Committee giving evidence is rather a curious coincidence. I started on the "Westland," and because yesterday morning I complained because they told all hands to come down at a quarter to eight, and I stood forward with four other men and said, "You have not taken us on ;" he said, "We did not say all hands ;" I said, "When you say 'all hands' previously, we expect to go to work ;" I said, "I will see somebody else." I saw the superintendent, and we were successful, for the simple reason that I spoke to the superintendent, and then the two men were called, the quay captain and the ship worker, and they spoke to him privately, and then we four men went in afterwards, and he heard the two sides of the question, and he gave us an order to go to work on this big four-master, lying on the side of the "Westland," the "Ubrica ;" and this morning they have kept the four men out, for the simple reason that we sought the righteous redress of going to work after being told to do so ; and that is how it is I am giving evidence to-day.

13283. You lost your job through speaking ?
I lost my job through speaking to the superintendent.

13284. Earl of *Aberdeen*.] Your complaint being successful, how was it that the same experiment was not tried again as to the second grievance. The first complaint

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J. MILLWARD.

[*Continued.*]

complaint having been successful, that is the complaint to the superintendent why was there not a fresh complaint made this morning?

I shall to-morrow morning make another complaint, but I am afraid that it will be worse for me, because men are cowed to such a degree that they hide the faults that they suffer from.

13285. You mean that there is such a demand for work that they feel they cannot afford to run any risk of losing it?

Yes; there is no redress.

13286. Is this not an inevitable consequence of the present state of matters?

It is the inevitable consequence of the mass of men that go down to the dock gates, and if they were to combine they would be in exactly the same position as the stevedores. The stevedores require no more skill than the ordinary men do who unload the ship; one man can lead 20 in loading a ship.

The Witness is directed to withdraw.

Ordered, That this Committee be adjourned to Thursday next,
at Eleven o'clock.

Die Jovis, 22° Novembris, 1888.

LORDS PRESENT:

Earl of DERBY.
Earl of ONSLOW.
Vicount GORDON (*Earl of Aberdeen*).
Lord CLIFFORD OF CHUDLEIGH.
Lord FOXFORD (*Earl of Limerick*).

Lord KENRY (*Earl of Dunraven and Mount-Earl*).
Lord MONKSWELL.
Lord THRING.

LORD KENRY (EARL OF DUNRAVEN AND MOUNT-EARL), IN THE CHAIR.

MR. BENJAMIN TILLET, having been re-called ; is further Examined,
as follows :

13287. *Chairman.*] THERE are one or two questions I would like to ask you in continuation of what you told us on Tuesday. Have you worked at any docks in the country besides those in the port of London ?

At Grangemouth in Scotland, at Bristol, and at Newhaven.

13288. Speaking generally, is the work conducted in the same way at those places as it is in London ?

Very much the same.

13289. Have the men any unions or associations of any kind in those places ?

The Liverpool men are about the most unionist of the whole of the dock labourers throughout the whole of the kingdom.

13290. Is there any dock labourers' society that extends all over the country ?

No.

13291. The various societies are not affiliated, not joined together ?

No.

13292. If the Committee should require evidence as to the condition of the dock labourers in the country, would you be able to give any evidence on that point ?

I should be able to obtain evidence and give my own experience.

13293. Your own experience, I presume, would be some time back ?

Yes.

13294. Now we were told the other day by several witnesses that in their opinion the result of their coming before the Committee to give evidence would be that they would have great difficulty in getting work, and perhaps would not get any work at all ; do you think that is likely to be the case ?

Yes ; and that has been the reason of my not being able to get more practical men for our own purposes ; and to-day I have not been able to get them, because of their fear of the consequences, and in case of an accident ; there are many of them who fear to give evidence.

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Mr. TILLET.

[Continued.]

13295. How do you mean "in case of an accident"?

Say that a man is killed, or maimed, or hurt, if those who witness it were to go and give evidence on behalf of the men there would be a chance of their getting discharged.

13296. We were told also, and I think you told us so yourself, that there is a set made against union men?

Yes; there has been a bit of a dispute at Tilbury, and those who have taken an active part, being members of our union, are not admitted into the docks, although they are good workmen.

13297. Generally speaking, as I understand, it is your opinion that a dead set is made against the men who belong to the union, or against the men who make themselves in any way prominent in demanding for the workmen what they conceive to be their rights, or in making complaints in cases where they think they are badly treated?

Yes, that is quite the case.

13298. Do you mean that that is done by the dock companies themselves, or merely by their subordinates?

By the subordinates; but if a subordinate was found taking any side with the men themselves, that subordinate would not be required very long.

13299. You think in fact that a set is made against men under those circumstances both by the employés of the dock companies and by the dock companies themselves?

Yes; they are the conditions of their promotion in looking after what is called the interest of the dock company.

13300. I want to understand quite clearly what is the method of work pursued in the different docks, because it does not appear to me to have been made quite clear by what you told us. You said in answer to Question 12528, that "at the East and West India Dock there is a system of task work; piece-work." Then in answer to Question 12529, you told us that in regard to the other docks it was done "by contract work"; and in answer to the next question you said that that was the case "in nearly all the others; and there is a great amount of contract work done by the East and West India Dock Company." I should gather from that answer that in the case of the East and West India Dock Company some of the work is done by contract and some of the work is done by the system of task work, which you spoke of?

Yes; the system of labour at both of the docks would be this way: they have what they call a permanent staff—

13301. Wait a moment; are there any of the docks at which all the work is done by contract and none of the work done by task work?

No; there is no dock in London in which all the work is done by contract.

13302. Is there any dock in London where all the work is done by task work and none is done by contract?

No; because at the task work docks they sub-let as well as give task work.

13303. Therefore I may take it that it is mixed in all the docks; that is to say, some of it is done by contract and some of it is done by task work?

Yes.

13304. But that in some, which you mentioned, the generality of the work, or the greater part of it, is done by task work, and in others, which you mentioned, the greater part is done by contract work?

In the East and West India Dock Company the greater part is done by task work, in the London and St. Katharine Dock Company the greater part is done by contract work, in the Surrey Commercial Dock the greater part of the work is done by contract, and in the Millwall Dock the greater part is done by contract.

13305. Then

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Mr. TILLET.

[Continued.]

13305. Then in answer to Question 12525, you told us that the East end West India Dock, and the London and St. Katharine, are the only docks which are amalgamated under a working agreement?

Yes.

13306. Those are two docks; the East and West India Dock is one, and the London and St. Katharine is another?

Yes.

13306.* And those two docks are amalgamated under a working agreement?

Yes.

13307. But you say there is no working agreement between any other docks?

No.

13308. Then I want to ask you if that is the case, what you mean by the answer to Question 12545; the question was: "Then, as I understand you, the dock company lets out the whole of the loading and unloading to a contractor," and you say in answer, "At the Millwall Docks and the London and St. Katharine; at four of the docks that belong to that same company"; what do you mean by "four of the docks that belong to that same company"?

The London Docks, the St. Katharine Docks, the Albert Docks, and the Victoria Docks, belong to the London and St. Katharine Dock Company.

13309. Then there are four docks comprised in the London and St. Katharine Dock Company?

Yes.

13310. Then when you said just now to me that the London and St. Katharine Dock is one dock, you mean that it is one company possessing four docks?

Yes, one company.

13311. But possessing four docks?

Yes.

13312. Is that the case with the East and West India Docks also?

They own the East and West and the South Docks, and the Tilbury Docks.

13313. That would be four docks?

Yes.

13314. Altogether then there are two companies owning eight docks which are amalgamated, working under a working agreement?

Yes.

13315. Do you know whether they are amalgamated by an Act?

Yes, they are amalgamated under an Act.

13316. It is all one company?

The four docks in each belong to the same company.

13317. Do you know whether the same body of directors manages the whole of the concerns of these two companies?

There is a joint committee that was appointed, and they will work the two docks.

13318. A joint committee of the directors do you mean?

Of the directors.

13319. Earl of Onslow.] Of the directors of both companies?

Of both companies.

13320. For all practical purposes the whole of those docks that you have just mentioned are now in the same hands?

Yes.

13321. *Chairman.*] I do not think I quite clearly understood from you the number and the duties of these various officials at the docks; will you explain that a little more clearly. I want to know exactly how many men there are

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Mr. TILLET.

[*Continued.*]

employés of the dock company in the way of superintendence at the warehouses, and so on ?

That would be rather a difficult job for me to explain, because of the extent of the docks, and the difference between the workings of the two.

13322. Do you mean that the number would vary at different docks ?
Yes.

13323. I do not mean the number of men but the number of offices ; I do not mean whether there are 10 superintendents or five superintendents, but whether there are superintendents, and what comes next below them, and so on ?

The general system is that there should be a dock-master, and most of them have been captains of merchant vessels.

13324. Begin at the top of the tree ; is the dock master the highest ?

The secretary and manager of the dock is the first official ; then at each of the docks there is a head superintendent, then there is a deputy superintendent. At each department of the docks there are what are called warehouse keepers ; then there is a deputy warehouse keeper ; and so on until you get to the quay-captains.

13325. What do you mean by “and so on until you get to the quay-captains” ?

There may be under the warehouse keeper a deputy warehouse keeper, and then there may be three or four other offices ; I really do not know their name, but I know there are three or four other offices, and it has been known for a man to be called a deputy's deputy.

13326. Then we come down to the quay-masters ?
To the quay-captains.

13327. And after that ?

After that comes the foreman or the piece-worker. They are generally permanent hands or foremen.

13328. And after that ?

Then it comes down to the men themselves.

13329. Then where does this dock master whom you spoke of just now come in ?

He comes under the superintendent as a rule ; and there is a labour-master under the dock-master.

13330. Let me see if we have got this right ; first of all will come of course the board of directors and the secretary ?

Yes.

13331. Then you say comes the superintendent ?
Of the particular docks.

13332. Then after that a deputy superintendent ?
A deputy superintendent.

13333. Then warehousemen ?
A dock-master would come before a warehouseman.

13334. A dock-master, who you said has generally been a ship-master ?
Yes.

13335. Then under him ?
Under him comes the labour-master.

13336. Then after the labour-master ?
After the labour-master comes the warehouse keeper.

13337. And then the deputies ?
Then the deputies. In some cases there have been known to be three deputies.

13338. And

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Mr. TILLET.

[Continued.]

13338. And then after that?
Then come the quay-masters.

13339. Would you be able to tell us what are the particular duties of these various officials?

As far as I can understand, the secretary is under the direction——

13340. We will not mind about him; take the more practical men?

The superintendent of the dock is responsible for the whole of the concerns and working of the same. The deputy superintendent is the man who actually does the work, but the head superintendent is the responsible man. The labour master is an office created by the docks, and it is his duty to superintend the whole of the contract work. If it is possible for him to obtain a contractor to work below the present price of contract, it is in his power to recommend that man to the other people; it is his duty to see that the proper complement of labour is employed, so that ships may be discharged with expedition. The rules of the labour-master at the various docks is to go round the vessels and see that the proper complement of hands is employed; and if the contractor is working short handed with a view to economise, it is his place to force him to engage more labour. Then we come to the dock-master; that is a man who has had an experience with ships, and he is responsible for the docking of the same, coming in and going out with the tides. The warehouse keeper is a man who is in charge of a particular department, the warehouse of the docks, and he has the whole of the responsibility of the working of that warehouse under him; he has the authority to employ foremen, to discharge them, and to settle all disputes between the men and their foremen, or the contractor. The deputy warehouse keeper is the acting man, or you may say is the working warehouse keeper; he has to oversee the working of the various goods in the departments under him; and the deputy's deputy is an officer that assists him in that direction. The quay-foreman is an officer who employs men, and sees that the goods are worked out properly; and the contractor or foreman, it would be a foreman with piece-work, is responsible for the unloading of the vessel, and seeing that the hands work as they should do. Then the permanent hands, or the preference hands, are men either picked out for their skill or by favour; and where there is skill among these permanent men they are put to do the superior work; that is, if a vessel was coming in and the goods had to be stored under the shed, a man who is a permanent man should have some knowledge of being able to mark out the ground that would hold a certain quantity of goods, a certain weight; he is supposed to be an all-round man with a little more experience than the rest. Would you like to know the other offices, the more subordinate parts; how the men themselves are placed?

13341. Yes, certainly?

The work is divided between what are termed quay-workers and ship-workers. A ship-worker is a man who is able to go down a hold, and he is able to put up gear to commence work in the vessel; he knows how to sling a set, and how to load up. The man at the hatch way is a man who should have an experience; very often it depends upon the kind of man who is there, whether he is steady and strong, whether accidents occur. It is a kind of a policy on the part of the dock to get as feeble a man there almost as possible, so that they can get the stronger men at the more useful work; and in most cases where accidents occur it is through the neglect of orders given to the men, who become a bit confused, and in the hurry the sets are not properly slung as they should be, so that the sling gets a fair grip upon them, and there the thing is ill-slung; and the man at the combings, the hatchway, when the goods collide up against the sides of the vessel, is not strong enough to bear them off; and it is chiefly through these means that accidents occur. Were the men allowed more time, and not worked with such hurry and skurry, there would be less accidents; but the danger to life and limb increases by the indiscretion of the dock companies, or of their subordinates. Then the quay-workers are men who take the loads and sets that come from the hold of the vessel, that are swung over the sides by the crane, and they are taken away and stacked or weighed, whatever it may

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[Continued.]

be, and they have to perform all the work of weighing, marking, piling, arranging for sampling, as I explained the last time I was here. The difference between the two is that one requires a little more strength than the other, although in the quay work the work is more varied, more extensive, so that a man would require a little more knowledge and skill of being able to go through the whole of the process of working the cargo and goods. Then with the various cargoes that come in, particular men are set to do the different work; there are special classes of men who do the corn and grain work, and it requires some little experience; they are generally called *toerags*, from the fact of their working in so much dust they have got to put all manner of rags round their feet to prevent all the flour dust getting up into their skin, and so on. Their work now is very much limited compared to what it used to be; instead of the old process of having to fill the bags the work is varied now by what we call a "*grabber*," that is, a machine, or a construction in two pieces. It is worked by a kind of a machinery which is such that as it is being lowered down the two parts are quite open, and it sinks down into the grain by its own weight; and as soon as ever a grip is made of it by the hydraulic this closes together, and in the closing it grips itself full of the grain that is there. That is carried up to what we call a "*hopper-tub*," and it is discharged into this, and there are spouts we might term them, there may be seven or eight spouts in this hopper-tub; they let down the grain to the men who have a machine; there may be eight machines round this hopper-tub, and each man has a spout to himself, so that the grain fills the sack; and there is generally a boy to superintend the turning off of the supply through the pipes when the bag is filled, and the proper weight is there. The man who attends fastens the bag up, and it is carried away to various parts. Then there is another process what is called "*the hopper*;" that is let down into the hold and four men fill it; it generally takes 14 sacks full, or will hold 14 sacks; that is filled, taken to the top, and let into the hopper-tub. By some means it is worked so that as soon as the weight of it fixes itself on the edge of the hopper-tub, the bottom comes out and allows the whole contents of the same to fall into this hopper-tub.

13342. Do you mean that the sacks are open and the wheat goes into the hopper?

No; the grain is in bulk.

13343. And in speaking of sacks just now you merely meant a certain quantity?

Yes, that would be the 14 sacks, the quantity that the hopper will hold. The sacks are filled through the hopper-tub, which has tubes or pipes, and the supply from above by its own weight falls down, and the sacks are filled. Then there is another process of grain discharging by what is called an *elevator*. This thing saves a large amount of labour, and works very much where there is a large quantity of grain. That is a process, I hardly know what to term it, but it is a kind of tube, and there are a series of buckets very much in the nature of the process which you see in the case of dredgers, and these are constantly at work, and the men are filling them; but when the vessel becomes nearly discharged, it is rather difficult to work it. However, when it can work it saves a large amount of labour. In some cases the men refuse to work with this, because it is very unhealthy, and the dust made by its working in fact is almost stifling to the men; they have got to put handkerchiefs or what not over their mouths and ears to prevent the fine dust getting in.

13344. You mean that it is unhealthy on that account?

Yes, very unhealthy. Then in some cases where the men have any unity at all, where the dock companies cannot have the power, they absolutely refuse to work this *elevator*, and the other means are employed. If you would allow me to compare, I should like to say that all these new systems being introduced, has enabled the dock companies to economise their expenses. In the olden times the sacks would be filled by the men and carried up from the hold.

13345. I think

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13345. I think we may take it from you in general that the introduction of machinery has enabled the work to be done cheaper?

Yes; you do not require an explanation of the old order of working.

13346. No; I think nobody will dispute that the introduction of machinery has enabled the work to be done cheaper. Is there anything more you wish to say on that particular point of the way the work is superintended in the different branches of it. You have told us how the whole method of working in the docks is conducted; I want to know whether you have anything more to say on that general point?

No; I have no more to say upon that point with this exception: the men would like to have some means of seeking redress. They have no one to appeal to; if you go to the warehouse-keeper he says that it is not his part to interfere; and if there is any dispute, you either go to the secretary or the directors; there is a very grave want of courtesy with them, and they refuse either to answer a letter or application. There is no one responsible. We should like the country to know that the men have no means of getting redress, because one shirks it and puts it off on another.

13347. Now there are one or two other questions I would like to ask you. You told us, I think on Tuesday, that you estimate the number of dock labourers at 100,000?

Yes.

13348. That would be, as I understood from what you said afterwards, not including stevedores and corn porters and coal porters?

Not including them.

13349. How do you get at that estimate of 100,000?

It could clearly be understood by the number of wharves there are up and down the river, and the number of docks. A dock when in full employ will be able to give at least 3,000 or 4,000 men work.

13350. Do you mean that every dock will employ on an average 3,000 or 4,000 men?

Yes, if in full work. In their ordinary working capacity they would employ 1,000; but were they to require 4,000 at each of the docks, there are more than enough of labourers to supply them. Then there are the whole of the wharves up and down right away, from North Woolwich this side, and from Gravesend the other.

13351. You would include in that 100,000 not only the men who are at work but the men who want to get work?

Yes.

13352. You include in it all the permanent men and all the casual men?

Yes.

13353. And you include in it all the wharves on the riverside?

Yes; because the wharf work is identical with the dock work.

13354. And how have you arrived at it; as I understand you by estimating that each dock employs on an average so many men, and that every wharf would employ on an average so many men?

Yes.

13355. That would enable you to get at the number of men employed?

Every wharf alongside the river employs on an average 100 men; there are some wharves which employ 400 men.

13356. That would give you the number of men who are at work?

Yes.

13357. But then you would add to that, I suppose, from what you told us the other day, something like 50 or 60 per cent. of men who are out of work?

Yes.

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13358. That is the way in which you get at your idea of 100,000?
Yes.

13359. Have you ever heard the number stated at much more than that?
Yes; G. R. Sims has stated it at 200,000.

13360. Where has he stated it at 200,000?
In the book written by him called "Horrible London"; and paper to "Daily News," "Pinch of Poverty."

13361. You do not know, I suppose, how he arrives at that estimate?
No.

13362. Have you ever heard it estimated at much lower than 100,000?
No, I have never heard that, not in London and its surroundings.

13363. If you were told that there were only 10,000, you would say that that was absurd, would you?
Yes; that would be quite absurd.

13364. Then if anybody estimated the number at 10,000, it is probable that he would be referring only to the docks, and not to the docks and wharves.
Yes, that would be the case.

13365. Do you suppose that 10,000 would be a fair estimate for the men employed in the docks, without including wharves?
No; I should say that there are just on 30,000 employed by the docks.

13366. That would leave 70,000 for the wharves?
Yes; but on an average there is only 45 per cent. of this total number that are employed.

13367. What I asked you was whether you thought that 10,000 hands would be the average number of men employed in the docks?
Employed by the docks, or following up the docks, do you mean.

13368. Employed by the docks?
About 10,000 would be a good number, I should say, upon an average.

13369. That is to say that, taking all the year round, you think that the average number of men employed in a day by the docks would be about 10,000?
Yes.

13370. I suppose you have got no way of estimating that accurately; that would be a kind of guess on your part?

The only means of ascertaining the exact numbers would come through the officials of the docks. Miss Beatrice Potter has been able to gather information on that subject; and in an article written upon East London, and London dock labour, you will find that she gives an estimate that had previously been given to her by the officials of the docks; but in those docks there are only the London and St. Katharine, and the Millwall Docks mentioned by her.

13371. Have you read Miss Potter's article.
I read it when it first came out; and there is only part of course that I agree with, with the numbers.

13372. Do you know what numbers she gave?
I cannot remember.

13373. Lord *Thring*.] But you say agree with the numbers?
I agree with numbers for the docks that she gave, but there are other docks left out; the Surrey Commercial Docks are left out, Regent's Canal Docks are left out, and the Albert and Victoria and Tilbury Docks are left out.

13374. *Chairman*.] We will leave that point for a moment; when you speak of contracts, are the contracts made in writing, or are they only verbal?

Verbal; it would be considered like a docker's impudence to ask for a written agreement.

13375. You

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13375. You mean that a very large contract, say, for instance, for a dozen ships, may be taken over, and nothing passes in writing whatever?

No.

13376. Then there is no written evidence to fix the responsibility of the contractor?

No.

13377. I think the men we have had described as "royals," are the same as preference men?

Yes.

13378. Are "royal" or preference men the same as what you call permanent men?

Yes.

13379. They are all the same?

Yes.

13380. Then there are only those two classes what have been called casuals, and these permanent hands?

They may be further divided; there are a section of dock workers who come next to the royals; they are the men who are either relations, or have got more skill, or more favour recommendations, or something.

13381. How would you describe them; what would you call them?

You could hardly call them the outside labourers, because they get the first call; they get the call in preference to the outsiders; and where the outsider might get about three months' work in the year, these men may get six or seven.

13382. First would come these permanent hands, preference men or royals, as they are variously called; then would come the outside labourers; but with regard to that outside labour, a certain section of it would be more favoured than the rest, as I understand you?

Yes.

13383. I suppose that would be because they are better men, picked men? Well, that is not always so.

13384. You think it is the result of favouritism?

Yes.

13385. I want to ask you now a question about this "plus;" you complain that the men do not know the basis on which the "plus" is calculated?

Yes, I do.

13386. That they do not know the weight of tonnage to be discharged, and they do not know the basis of the calculation that the dock company make as to how much tonnage should be dealt with by a certain quantity of labour?

That is their complaint.

13387. Do you mean to say that the dock company, or the foreman, or whoever it is that superintends the work, benefits by this arrangement?

Well, we have no other alternative but to conclude that the man is paid by results.

13388. I mean to say, do you think that the dock company do not give to the men the amount of "plus" which is due to them; or do you complain that the amount of "plus" is not properly divided among the men?

The amount of "plus" is not properly divided among the men, and if the dock company take over the responsibility, then we have got every reason to believe that the money is not paid.

13389. You think that the dock company keep back money that ought to be given to the men?

Yes.

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13390. Formerly there was more "plus" earned, you say?
Yes, and less work done.

13391. And the way the plus is arrived at is, as I understood it, that a calculation is made by the dock company as to the length of time, and the amount of labour that has to be employed in discharging so many tons, whatever it may be?

Yes.

13392. And that if the work is done quicker the balance is, or ought to be divided among the men?

Yes.

13393. And in former days they used to get a much larger balance?

Yes.

13394. Of course the harder the men worked, and the shorter time they took to unload a ship, the more "plus" they got?

That is the false notion of "plus" giving; it is an inducement that they hold out to the men to work harder.

13395. And in former days when they got this larger balance, that was the case, I suppose?

Yes.

13396. That is the whole object of it, as I understand it. Men are paid in two ways; they get a regular rate per hour, and besides that they get a "plus" or balance handed to them when the work is done; and consequently the whole object is to do the work as speedily as they possibly can?

Yes. As far as the work goes on at present, if they have a body of men who are good workers, they are rather more independent if the labour outside is not so numerous, and it is always seen that the "plus" increases; but in proportion as the number of men grows outside, and they can have their pick from them; the men who are taken on are only too willing to work to get in favour for another job, perhaps on the morrow; but the amount seems to be determined by the power with which the docks can hold the men.

13397. You think in fact that it varies arbitrarily?

Yes.

13398. What I want to get from you is this: The effect of course of this system of "plus" was, that the men worked as hard as they could to get the work done quicker?

Yes.

13399. I want to ask you whether in your opinion the dock companies have kept pace with the men in that way; and have altered the basis on which they calculated the time; and the amount of labour that ought to be required to unload a certain number of tons?

I am not in possession of the means of knowing that; the only thing I know is that the amount is not paid; and that, instead of its being shared more equally among the men, there are only a certain few that get it now.

13400. You do not know what the basis was in old times when the "plus" was paid; you do not know what it is now when it is not paid?

And there is no possibility of ascertaining it.

13401. So that you cannot tell whether the basis on which the Dock Companies Act has been changed, or not?

No; that never has been known: there have been a thousand and one efforts to ascertain; but either the men have been dismissed at once, or they have been gradually worked out, for being too curious.

13402. Can you tell me at all, when times were better, say 10 or 15 years ago, what proportion the "plus" that a man would earn would bear to the wages that he earned, say in a week?

Forty per cent.

13403. So

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[Continued.]

13403. So that if he now earns the same wages, and gets no "plus," the effect is the wages are reduced 40 per cent.?

Yes.

13404. And that you say is the case?

Yes.

13405. I want to ask you a question about the ships that are unloaded by the captain, acting, as I understood, for the broker. Your evidence on that point was given in answer to Question No. 12859, you say: "I should like to bring out another point, and that is that with regard to the labourer hired from the company by the shipper or the merchant, the dock company charge 8 *d.* an hour for him before six o'clock, and 10 *d.* an hour after; in the one case they give that man 4 *d.* an hour, in the next case they give him 5 *d.* an hour."

Then at Question 12871 you are asked: "Who pays the man actually in that case"; and you say the docks do; that is correct, is it?

Yes.

13406. What I want to be sure of is this: you say that when the captain has the unloading of his ship he is obliged to apply to the dock company for the labour to do it with?

Yes.

13407. And you say that they charge him 8 *d.* and 10 *d.* for that labour? Eightpence before six o'clock, and 10 *d.* after.

13408. But that the men are only paid half; 4 *d.* and 5 *d.*?

Yes.

13409. And you say that it is the dock company who pay them?

Yes.

13410. So that the profit of that is not made by the captain or broker of the ship who unloads it, but is made by the dock company?

Yes.

13411. Then the dock company have to provide more than the actual manual labour, I suppose; they have to provide tally clerks and other men to superintend the work, have they not?

No; the tally clerks that they supply have to be paid for through the dock company.

13412. Are they paid the same rate for them?

No; they pay, and are paid rather more for the tally clerk.

13413. But is the proportion the same; do the dock companies charge the captains a certain sum, and pay the tally clerk only half of that?

For the tally clerk they would charge one shilling an hour.

13414. The dock companies would charge a shilling an hour for him, you mean?

Yes; and pay the tally clerk 5 *d.*

13415. And you mean to say that in the case of all the men employed in unloading the ship, the dock company charge the captain of the ship a considerable sum more than they pay the men?

Yes, that is the case.

13416. And that all that the dock company does is simply to act as an agent in getting the labour?

In hiring the labour; that is the case.

13417. One word about the machinery; I want quite to understand your views. You told us that the work can be done much cheaper by machinery?

Yes.

13418. I think you told us also that the dock companies all make the same charges?

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Yes; the rates to the shipowners at the present time are the same as they were in 1869.

13419. Your contention is that the dock company gets as much for unloading the ship, but can now do it a great deal cheaper?

Yes.

13420. And that therefore the dock company benefits by the introduction of machinery?

Yes.

13421. But you contend further that the men get no benefit?

Yes.

13422. Then I should gather from you that you do not object to the introduction and use of machinery in itself; but what you think is that the benefit arising from that is entirely absorbed by the dock company, and that it ought to be divided between the dock company and the men?

If the same proportion had been given to the men of the profits accruing from the introduction of improved machinery, instead of the men getting 5 *d.* an hour, they would be paid 2 *s.* 6 *d.* an hour.

13423. As I understand, what you object to is not that machinery is used but that the men who perform the labour reap no benefit from it?

Yes.

13424. That is your complaint about it?

Yes.

13425. We had some complaint made about lodging-houses; I merely want to ask you whether you agree about that; it is in the evidence of Mr. Edward Steward; he practically says, speaking of the East and West India Company, that they wish to get the men into a degraded position, and would like them to be obliged to live in common lodging-houses; that it is a convenience to them, and so on?

That should apply to all the docks. I do not think the East and West India Dock Company are particularly sinners in that direction. Take the London and St. Katharine Docks; you can see worse sights at their gates than you can at the others.

13426. Would you agree generally that the dock companies consider it to their advantage that the men should be in a degraded position, and that they should be forced to live in common lodging-houses; and that they endeavour to bring that state of things about?

Yes.

13427. That is the general opinion of your union, is it?

Yes. Our contention is that the docks manufacture the casual class and the "dossers." I should like to state that if the casual labourers who frequent these docks and the doss-houses were twice the number that they are the labour would be twice as uncertain.

13428. You mean the more of them there are the better for the dock company?

Yes; the more uncertain the labour.

13429. Then I should like to ask you whether you agree with the witness, Mr. Welsh, who spoke about the character of the contractors. In answer to Question 13063 he said: "I accuse the contractors of not being the most desirable men for the dock company"; he evidently does not mean exactly that; what he means is, that they are not the most desirable men for the labourers. Then he goes on to say: "I believe there are men who are more capable and more humane, more qualified for the post, who could be obtained if the dock company went about it in a manner more generous to the men. There are a body of men who really would occupy the position better, be more humane

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humane to their fellows, and deal more fairly with the directors of the dock company, if they were sought after; but now the most bull-dog propensity is sought after first"; and so on. Then he goes on, in answer to the next question. "In the first place I object to a contractor altogether; but if contractors are desirable, let them be men who are more capable of being humane than they are at present." In fact this witness seemed to consider that the hardships the men endured, which he claimed that the men endured under the system, are more due to the individual character of the contractor than to the system itself?

May I explain to your Lordship this fact: that men are elevated to position on the condition of their forcing labour. A man may not have much experience in dock work, but if he is a good hounder-on, has got a strong voice, and is able to bully the men, that is the class of man who is selected, as a rule, for that office. It is not always so; sometimes, by pure accident, a man with capacity and feeling is put there; but as far as I can gather from the remarks of Mr. Welsh, he meant to imply this: that were the dock companies to exercise more care in choosing——

13430. I do not want to know what you think Mr. Welsh meant, but what you think on the subject yourself?

That would be my sentiment that I am expressing now. Our idea is this, that were the dock companies to use more discretion in selecting men with experience and skill, the work would be better done, there would be less accidents, the men would work with more ease and unity, and it would be better for them.

13431. In fact, you think the contractors ought to be chosen with a view to their fitness to superintend the carrying out of the work, and not merely with a view to getting the work done at the lowest possible rate?

Yes. There is a case under the London and St. Katharine Dock Company, or at the Victoria Docks of that company, where a man is entirely ignorant, unable to read or write, and before he has had three or four months' experience, he is elevated to the position of a contractor, and other people have to do the work. Now, it would be a matter of thorough impossibility for a man to gain a practical experience of dock work in four or five months.

13432. I should like to know a little more clearly from you how you think that contracts could be given out to men direct; at Question 12938, you were asked, "You mentioned that you have applied to the manager of one of the docks to give a contract out to the men under co-operative principles"; I want to know what you mean by the men taking over a contract direct on co-operative principles; how do you think it could be done practically?

The object of our union is for that; and that is the express wish of the men, even of those who are outside the union; that if it is imperative that the work should be given out in contract, the men would like the contract themselves, the dock company to choose their own foreman; but that the men should have the power of knowing every farthing that was earned, and how it was given back to the men, and all the conditions.

13433. What I want to get from you, if I can, is exactly how you think that it could be done practically. Say that there is a contract for unloading ten ships; you think that the men employed in unloading those ten ships ought to have the contract themselves?

Yes.

13434. But how could that be done?

The same kind of thing is done at some of the wharves: the men elect from among their number a representative, make him a foreman, and pay him a little extra for his superior knowledge. We should like that the dock company should have their own foreman to oversee the work, and that we should have our own foreman to work for us, and represent us, so that our foreman would go and see the amount of money earned, how many tons had been the output, and all that belongs to that particular office. We consider that among our men, as among the stevedores, it would be as practicable for us to unload and do all

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the work, because the men who become the contractors and the foremen are chosen from among our ranks; and the men would have a better chance of selecting their best men if they were allowed to select their own representative, and the dock company had one to represent them to see that they were not robbed.

13435. Who, in that case, would be the person who would actually take over the contract from the dock company and be responsible for carrying it out?

The men themselves, or the man elected by them.

13436. Fifty or 100 men cannot very well take a contract over; the man elected by them could?

Yes.

13437. I understand; you think that the men themselves ought to choose some one among them who should actually take over the contract from the dock company and be responsible for the work being done?

Yes.

13438. Practically, therefore, you think that the men ought to choose the contractor, but the contrary is the case. As it is now, the contractor selects the men?

Yes. The object of the men is this: If they were to elect their own man the whole of the money earned would go to them; and they consider this: That if they were to work upon a better plan, instead of the ship being worked short handed, there would be a rule, and especially if it was worked by the society, that the gang should not be worked short handed; so that it would give as much work as possible to a greater number of men.

13439. I quite understand the object; what I want to get at from you is, whether you have in your own mind any practical way in which the object could be gained; as I understand you, what you think ought to be done is that the men should elect a man from among themselves to represent them and take over the contract, and who should be paid extra for taking those duties?

Yes.

13440. Then, in that case, would you consider him responsible; in the case of accident, for instance?

Yes; he would be responsible in that case.

13441. Now, you told us that one of the things you complained of was, that the men could not get any redress now in case of accident, because the contractors were, or were assumed to be, without sufficient money?

Yes.

13442. Would not it be still worse in that respect if the men selected from among themselves a man, and he was responsible?

I should like it to be quite clear to your Lordships that the men object to contract altogether, but that if it is forced upon them they would rather work under the new conditions, and be responsible for all accidents.

13443. The men object to contracts altogether, you say?

Yes.

13444. That I quite understand; but I am asking you now this question: You told us further, that you did not object so much to contracts, but to the contract price not being paid to the workmen, but going through so many hands first?

Yes.

13445. Now, I want now to find out how in your idea the contract could be taken by the men. You say by the men choosing some one from among themselves to represent them in the matter. Now I ask you whether in that case the men could obtain any redress in the case of accident?

The society or the body of men.

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13446. By an action against the contractor?

Yes.

13447. How could they; if he was one among themselves he would not be a man of means?

But the men who were with him would have to contribute their share, and especially if the society was at their back, as in other parts of the world; the society would be responsible for the amount claimed.

13448. You mean that the Employers' Liability Act should not be put in force at all?

It would be put in force, but the object of the society is this: to be strong enough to have a fund——

13449. Yes, but you are going now into another question altogether. I suppose you would think it better, as far as that goes, if the dock company could not get rid of their responsibility?

Yes; that would be better for the men.

13450. There is another point about the idlers; Mr. Steward again complains, in answer to Question 13234: about the companies' staff, what he terms "idlers"; and I should like to know from you whether you think his evidence is correct in that respect. His general complaint is that a lot of money goes to pay men who are practically not required; I want to know from you whether you think that is generally the case?

There are a lot of men who do that, but the fact of the matter is this: All those who do the chief part of the urging-on business only stand with their hands in their pockets.

13451. But just answer me "Yes," or "No," to the question. I asked you, whether, in your opinion, there are a number of men employed in these positions by the docks who are not necessary?

Yes.

13452. What were you going on to say on that point?

It happens in this case that most of the men who are employed to urge the men on do nothing at all, but only urge the men on, and of course their pay must go on; and so the amount of money that is given to them must be sweated out of the men, who have to work harder to keep them.

13453. Do you suppose that the dock companies would employ any men doing nothing if they could help it; is it any advantage to them?

I should not think that they would if they were business-like; but they certainly do, and especially among the officers. That would be more clearly understood if you would allow me to say that a wharf could be worked at half the expense of a dock, and is so in many cases; that has been the great ground of competition between them and the docks, because they have more efficient men and a less number of idlers.

13454. Let me clearly understand you; you say that wharves are worked much cheaper than docks are?

Yes.

13455. Doing exactly the same kind of work, do you mean?

Yes.

13456. Because they are conducted on better principles?

Yes.

13457. How do you account for that?

Because of the more efficient men who are employed.

13458. You mean more efficient managers, I suppose?

Managers; and the work there for the men is more regular than at the docks. If a man gets on at some of the wharves there is just a possibility of his doing

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[Continued.]

a two and three months' turn of work at a stretch; and it is only in some parts of the docks, where the more skilled labour is done, that the constancy increases in work.

13459. I think you told us just now that the labour-master is employed to see that the proper amount of labour is put upon the work?

Yes.

13460. That is to say, the dock company insist that to do a certain job a certain number of men should be employed?

Yes.

13461. And that you think right?

Yes.

13462. And they employ a labour-master, and pay him to see that their orders are carried out in that respect?

Yes.

13463. That you would approve of?

Yes. That is rather a gain in one way, although it is a loss in another, because it enables the dock company to know how it could be possible to reduce their contract, and this official has the power to dismiss the contractor, whether he is in fault or not, and employ another contractor at a lesser rate.

13464. Then I understood you the other day to say that the contractor does not employ but will discharge a certain number of his hands?

He employs them and discharges them; only a discretionary power is given to him; and if when the labour-master comes round he sees any delay at all, he knows that the vessel is delayed either through defect of the gearing or the machinery, or that the ship is being worked short handed

13465. What I mean is this: suppose that the dock company say that 50 men are to be employed, the contractor has to engage 50 men, and he will put them to work, and then, do you mean, that he will discharge perhaps 25 of them, and have the work done short handed?

Yes; that is very often done.

13466. That is to say, if he is not found out by the labour-master?

Yes. The dock company have no rules as to the number of men that shall be employed for the discharge of a certain tonnage; but their rule is that a vessel shall be kept working, and shall be unloaded at a certain time. If it were possible for the contractor to unload a vessel with ten men in the time appointed, the labour-master would have no concern with it as long as the work is done; but if there is any delay at all, then he is responsible partly for the delay, and the contractor with him; so that it is his duty to see that the vessel is discharged with expedition.

13467. You say now that the dock companies do not insist upon a certain number of men being employed to do a certain amount of work; you told us, a few minutes ago, that they did insist upon a certain number of men being employed to do a certain amount of work. Which do you mean?

My idea is, that if the contractors had it their way they would employ a less number of hands, and they would detain the vessel.

13468. Please answer my question. You told us a minute or two ago, in answer to me, that the dock companies did insist that in doing a certain amount of work, discharging, say, a certain amount of tonnage, a certain number of men were to be employed; now you tell me they do not do anything of the kind; which do you mean?

The evidence I have given does not seem to me to be conflicting, only it is this; I want you to understand this—

13469. Answer me first of all; do the dock companies insist that a certain number of men are to be employed in discharging a certain weight of cargo, or do they not?

No; they insist that the cargo shall be discharged, and that the number of hands

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hands who are sufficient to discharge it with expedition shall be employed ; but as to the number, if there were five good men the five good men may be able to work with the same speed that seven indifferent ones would be able to.

13470. Then let me try and understand what you mean. The dock company have, say, 100 tons to be discharged, and they say to themselves, " This has got to be discharged in a certain number of hours " ; and they further say to themselves, " and a certain number of men will have to be employed to do it " ; and then they say to the contractor, " You have got to employ that number of men. " The contractor is supposed to employ that number of men ?

Yes, that would be an agreement between them.

13471. And there is a labour-master appointed, and if the ship is not discharged in the given time, the labour-master is responsible to them ?

Yes ; with the contractor.

13472. And if he found that the contractor had not employed that number of men, he would not employ him again ?

It would be in his power not to do so.

13473. Then you do not mean to say that the labour-master would object if he saw that the contractor was not employing that number of men, provided the ship was cleared in time ?

No, he would make no objection, as long as all things are working smoothly ; that is all that the labour-master has to see.

13474. Lord *Thring*.] I think I must have misunderstood what you said about the accidents. The greater part of the accidents take place, one would imagine, from the grip not being sufficiently tight ; that is so, is it not ?

No ; from the sets not being packed so compact or tight together as they might be.

13475. Then did I understand you to say that a weak man was put to fend them off from the sides ?

Yes.

13476. What did you mean by that ; that a weak man is purposely put there ?

A man that was strong would be put to harder work ; they generally put old men to do this work.

13477. Who put them ?

The foremen.

13478. Do you mean that the foreman deliberately puts a man on for that duty whom he knows to be too weak, in order to produce accidents ?

No, not to produce accidents ; only to save the dock company. If that old man or boy was put down in the hold he would not be able to do the same amount of work as a strong man would.

23479. Then I understand that your charge against the dock company is, that in order to unload cheaper they put too weak a man on this duty ?

Yes.

13480. And thereby occasion danger to the workmen ?

Yes.

13481. But I thought the contractor did it, not the dock company ?

In some cases the dock company unload the vessel. In the East and West India Dock they do ; in the London and St. Katharine's they do not.

13482. Do you make the same charge against the contractors ?

Yes, against the contractors, and against the company as well.

13483. Earl of *Onslow*.] I understood you to object entirely to the contract system ?

Yes.

13484. Therefore you naturally prefer the task-work system to the contract system ?

Yes.

(50.)

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13485. Do

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13485. Do not you think that if legislative impediments were placed in the way of the present carrying out of the task-work system by the dock companies, it would have the effect of making them all adopt the contract work system?

I should say so: they could not get out of that difficulty.

13486. I think you said that you had great difficulty in getting the dock labourers to combine, for various reasons?

Yes.

13487. But you also said that there had been recently a strike at the Tilbury Docks?

Yes.

13488. Can you tell us what were the nature and the results of that strike?

The men were employed for 4 *d.* an hour, and the work is so irregular that most of the men do not earn 6 *s.* a week, and men who are given 4 *d.* an hour have to work just as hard as the men employed at 5 *d.* per hour, that is to say, the preference hands; and they have made three attempts, but the dock company boasted that they could starve them out, and they have relied upon their superior strength in that matter. Our union has been able to prevent them having men from London; but they have scoured the district round, and got the whole of the farm labourers; that is the reason of the failure of the strike; on account of the harvest being in, and a lot of the agricultural work being done for the season, the men are flocking to the docks; and that has enabled them to beat us; and a fear has been held out to men; they have been threatened. Some of the men on strike, although they are the more quiet ones, are not permitted on the docks. The inspector and constables of the police have instructions that should a man that has been on strike be taken on, he should be turned out of the docks directly; and it is this system of intimidation that has enabled them to paralyze the strike.

13489. When you say "Should a man be taken on," what do you mean?

Should a man go to the gate and be taken on by the foreman, he has to pass the policeman at the gate, who has his name and appearance, and the policemen either take it upon themselves, or have authority from Mr. Tod, the superintendent, to turn these men out again.

13490. Are the policemen in the employ of the dock company?

Yes.

13491. Paid by the dock company?

Yes.

13492. Then what has happened is this: that there has been a strike, and the strike has failed?

Yes.

13493. And for the reason which you have given?

Yes; it lasted a month.

13494. Then there has been sufficient organization and co-operation amongst the dock labourers there to strike, but they have been beaten by outside labour, which has not been hitherto employed at the docks, which has taken their place?

Yes, and by the introduction of boy labour. May I say that lads from 14 to 18 years of age are being employed by the dock company and encouraged, and are being made into dockers.

13495. Since the strike, do you mean?

Since the strike; and there have been accidents through the employment of boys at the hatchway in the manner just now referred to, owing to their not being strong enough to sheer the sets off. But our organization has been sufficiently strong to do this. There were 150 men decoyed down to the docks by the dock official, a Mr. Dwelly, who told them a deliberate lie, that there was no strike on, acting under the instructions of the dock people; 180 tickets were given, but 150 men went down by the first train.

13496. What

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13496. What men were these?

Most of the men were members of our association, and they were taken down to do the work of those on strike. Upon seeing me, and upon my addressing the men the whole of the 150 there and then refused to go to work. Most of these men were members of our association; but the reason of our not being stronger is that directly it is known that a man is a member of our association, he becomes a marked man; and that is the reason of our not being able to get evidence here to-day to explain the various workings of the docks. The men have no means of seeking redress. Although it was promised by the late board of directors at the East and West India Docks that they would see a deputation and discuss the matter, yet all applications made to that effect have not been noticed, and Colonel Du Plat Taylor has boasted that he can get as much labour as he requires for 2 *d.* an hour.

13497. Earl of Derby.] You said just now that boys were being employed by the company?

Yes, especially at Tilbury.

13498. Of what age?

From 14 up to 18.

13499. You would hardly call them children, would you, after 14?

A boy of 15 years of age is not strong enough to go and do the work of a docker.

13500. I understand that you object to the employment of boys?

Yes, because they are being taken away from the possibility of learning trades.

13501. Do you mean that your objection is entirely in the interest of the boys themselves?

Of the boys themselves; because, as soon as they get the responsibilities of life upon them, they are brought into the same condition as the ordinary docker is.

13502. Then you do not object to them on the ground that they increase the number of competitors for employment?

Yes, they increase the number of competitors as well.

13503. But would you propose any legislative prohibition being put on the employment of boys?

I should say that 18 years of age should be the limit of age for those who should come into work in docks.

13504. You would allow no one to be employed under 18?

Yes; and that would give these lads a means of learning a trade. It is to the interest of the Dock Company to manufacture as many dockers as they can; and whether it is out of old men, or young men, or boys, they do it.

13505. Then, I think, you laid stress upon a sufficient number of men being employed on each job, so that the gang should not be shorthanded?

Yes.

13506. Do you say that on account of safety, on account of the risk of accidents; or do you say that because, by employing a larger number of men, employment would be given to more workmen?

All round; it would be safer for the workmen, and it would be better for them; and in consequence there would be less hurry and scurry.

13507. Each would have less to do?

Yes.

13508. And, I presume, what you contemplate is that they would be paid at the same rate?

Yes. Since the stevedores have been in force (and that is our example) they make it a rule, it is a rule of the society, that a certain number of hands shall be employed to constitute a gang, and that number is compatible with the

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safety of the working of everyone of them. But with us there is no rule, and no condition laid down. Were the dock companies to do the same in the case of the stevedores, they would only employ about half the number of men.

13509. What I want to get at is this: do you object to the gangs being short-handed on the ground of danger of accident; or do you put it in this way; that you think a larger number of men have a right to be employed?

Both; both the safety and the number of men.

13510. You want to spread the work over a larger number of people?

Yes, and that would be conducive to the safety of the men.

13511. You do not contemplate the wages being lowered in consequence of a larger number of men being employed?

No, it has risen 50 per cent. in the case of the stevedores, with the increased number of hands employed.

13512. In point of fact, what you propose is that a larger sum should be paid in each case for the unloading of a vessel?

Yes.

13513. It comes to that, does it not?

Yes.

13514. Now, is not the real ground of all your complaint this; that there is an excessive number of people applying for employment?

Yes.

13515. And do you think that any such restrictions, as you propose, could prevent that as long as the competition continues to be what it is?

If there were more generous land laws, so that we should not have so many agricultural labourers coming up into the towns.

13516. But it is because there is such an influx of labour from other employments, that the Dock Company can choose such men as they prefer, and can exclude from employment any to whom they object?

Yes.

13517. Then you said that the rates charged by the dock companies to ship-owners are what they were 20 years ago, though the work is done very much cheaper now?

Yes, I should like to explain to your Lordship that the merchants have had the special benefit of the reduction in the rates.

13518. If such a reduction in the rates charged were to take place as you suggest, how would the workmen be gainers; would not all the profit go into the pockets of the shipowners?

If we had more means of forcing the dock companies they would have to pay more for their work, and the shipowner would get fair returns. May I say that the dock dues of London are higher than they are in any other part of the country, and that in other parts of the country, where men are paid per hour, and are not worked for less than four hours at a time, the shippers can have their work done at the rate of 30 or 35 per cent. less than what it is in London.

13519. I presume that you do not know much of the returns that the dock proprietors obtain from their property?

The only reason that I can see of there being no dividend is, that when the docks were paying a good dividend they then ventured on building other docks, and as far as I can understand it, they have incurred the expense of five millions of money in the building of other docks. The docks at the present time are in the hands of creditors; and the whole of the shipping that comes into London could be accommodated without either the Albert or Tilbury Dock; and the interest on the money spent there is the means of absorbing the profits realised. It could never be contended for a moment that the men took the money.

13520. Then

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13520. Then it comes to this; that there is too much competition between dock and dock, as well as between dock labourer and dock labourer?

Yes, there has been.

13521. I do not suppose that you have any suggestions to prevent the bringing in of labour from outside; you do not suppose that that can be interfered with?

For the benefit of the men I should like to see a less number of foreigners coming, taking up the work that might give employment to our boys; and I should like to see the land laws a little more generous to keep the men on the soil; that there should be more facility given to the men to keep in the places where they were born, and get a living there.

13522. You think that every man is entitled to be maintained in the parish where he was born, to live on the land there?

This is a subject that I do not intend to get into. If there were more generous land laws, such as there are in France, I think there would be a less number of men coming to the towns, and coming to compete with us at the dock gates.

13523. Earl of *Limerick*.] Do you know anything about the French land laws?

The peasant proprietary laws I refer to.

13524. Earl of *Derby*.] That is your last suggestion for diminishing the competition, that there should be more generous land laws here, such land laws as there are in France?

Yes.

13525. Earl of *Limerick*.] You were saying, I think, that you thought there had been an overbuilding of docks?

Yes.

13526. Do you know that a very great pressure indeed was brought to bear on Parliament by the various trade unions to induce the sanctioning of the building of fresh docks at Millwall and other places; that they petitioned Parliament, and there was very strong pressure to induce Parliament to sanction it, on the ground that it would give increased facilities for labour?

Could you name the trades union, their kind and character?

13527. I believe it was very generally the case at meetings of trades unions in London, and in the neighbourhood?

I cannot see the immediate connection of any trade unions with the construction of these docks; because you see among the dock labourers ours is the only union that they have; and the union stevedores are the very first ones that would object to the building of new docks.

13528. Because it would give more work generally in the construction of the docks, and also more work for the dock labourers after they were built. I think, if I remember right, that was the ground that was taken?

I am not aware of the fact that they took that ground; but I cannot see the connection of any trade union with the construction of these docks.

13529. I think you said that you had been employed in some docks at Bristol at one time?

Not in the docks, upon the quay.

13530. You are not acquainted with the docks there?

No, I have not been there.

13531. You do not know who are the proprietors?

No, but it is almost the same system of working that is carried on at the Avonmouth Dock as in the others.

13532. Are you acquainted with any docks that are in the hands of any public bodies?

The Avonmouth Dock is in the hands of the Corporation of Bristol.

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13533. Do you know from your own knowledge how any docks in the hands of public bodies are worked?

When you speak of docks that are in the hands of public bodies, what am I to understand by public bodies, shareholders or a corporation?

13534. Not shareholders; I mean a corporation. I do not mean proprietary docks; I mean those in the hands of a public body like a corporation?

Since the Avonmouth Docks have been in the hands of a corporation the men have worked better, and there have been better wages paid.

13535. Take the instance of Avonmouth Dock, which is in the hands of a corporation; you consider that the system there is better than in the case of proprietary docks?

Yes.

13536. And that the wages are better?

Yes.

13537. Can you say what the wages are per hour for an ordinary dock labourer?

In Bristol, in the Avonmouth Dock, the labourers on an average can earn about 13s. a week right throughout the year. In these docks a man is fortunate if he gets 7s. a week throughout the year.

13538. But I suppose that probably at Bristol there is not such an influx of outside labour as there is in London?

No.

13539. And that probably contributes to keep up the rate of wages?

Yes; wherever the law of supply and demand can work, so it works to the disadvantage of the men.

13540. Lord Clifford of Chudleigh.] You do not know the actual rate of wages at the Avonmouth Dock at all?

No; in some parts the men are paid 4d. and in other parts 5d., but the work is more regular and constant.

13541. You only mean that in that case the men, owing to the competition not being so severe, are able to earn more during the week?

Yes.

13542. Lord Monkswell.] You say that work at wharves is conducted cheaper and on better principles than at the docks; you say that the wharves employ better men. Supposing the docks were worked on the same principle as the wharves, I suppose there would be no work, or very much less work, for unskilled men. The unskilled men now, as I understand you, go to the docks and the skilled men to the wharves; is that so?

It is in this way; the wharves have not the facilities of working that a dock has, as a dock could work much cheaper if it had the same managers.

13543. I was not going into that, but into the question of unskilled and skilled labour. You say that the wharf system is better than the dock system?

Yes.

13544. And you say that it is better because it employs more skilled men; at least that that is one element of its superiority?

It does not employ more skilled men, but more men who do a relative quantity of work.

13545. You said just now that better men were employed at the wharf than at the dock?

I mean the managers; they are rather a degree above the average docker or the men employed at the wharves.

13546. But there is not very much difference between them?

No, very little.

13547. Then

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13547. Then would you say that skilled work at a good price pays better than the 2 *d.* an hour work that Colonel Du Plat Taylor spoke about?

I think so.

13548. Then I suppose you would also go on to say that it would be a good thing to drive unskilled labour out of the dock work?

It would be a practical impossibility to drive unskilled labour out of the dock work, because a man with health and strength, and a slight knowledge of dock work can do the rough labour of either dock or wharf.

13549. Then there is a certain amount of dock labour that can be done by unskilled men?

Yes, and must be done.

13550. And there are always, I imagine, unskilled labourers willing to take a small sum of money for their labour?

Yes, they are forced to do it by their wants.

13551. By the process of competition, I suppose?

Yes.

13552. There always is more unskilled than skilled labour in any employment, I suppose?

Yes; and especially in the docks.

13553. *Chairman.*] You said that you considered extreme competition among the docks, and competition among the men, to be the cause of the troubles you complain of; I suppose you mean that the competition among the men is the ultimate cause?

Yes.

13554. I mean that if it was not for the excessive competition among the men, you would be enabled to do something fairer for yourselves?

Yes.

13555. As I understand your evidence, then, your case would be this: that the dock labourers suffer from various grievances, and that those are grievances that might be redressed if you had sufficient combination among yourselves?

Yes.

13556. But that you cannot organise sufficiently among yourselves and get this combination, owing to the immense pressure of competition to get work; and that this pressure of competition arises from the fact that the men of various trades, agricultural labourers and shoemakers, and ropemakers and many others, are all crowding in and trying to get work at the docks, because they cannot get work at their own trades?

Yes.

13557. And I gather from you, that in your opinion something might be done by legislation, by passing laws that would give you relief?

Yes.

13558. And I further gather from you that you think that some laws might be made compelling the dock companies to take on their workmen at two regular fixed periods of the day, and that they should not be taken on for less than four hours' work?

Yes.

13559. And you think also, I gather, that the dock companies ought to be liable for injury even though it occurs in the cases of contracting and sub-contracting?

Yes.

13560. And that they ought to be compelled to furnish the men with proper information as to the amount of the tonnage of goods that have to be discharged or loaded, and the character of it; in fact, the work they have to do, and what they are going to be paid for it?

Yes, that is all we should like to know.

(50.)

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13561. Those

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[Continued.]

13561. Those things, you think, might be helped by legislation?
Yes.

13562. And you also object to the contracting; but I do not gather from what you say, that you have in your own mind any clear idea whether the system of contracting and sub-contracting could be put a stop to by law; if you have any idea on that subject, I should like to know what it is?

If the laws were extended sufficiently to make the docks responsible for all accidents, in spite of their being able to get this contractor if the laws were far-reaching enough to get at them then we should be able to do away with the contract system even more than we do now; but there are special clauses that hide them and screen them, so that the Employers' Liability Act from our point of view is useless.

13563. If it could be made of practical effect and responsibility was fixed upon the dock company, you think that that in itself would have the effect of doing away with contracting and sub-contracting?

Yes, a very great effect.

13564. And all the objects of this legislation you think might be gained without legislation if you were sufficiently organised and strong enough in your society?

Yes, if there was a possibility of its being organised; but there are so many obstacles placed in the way, the work is so uncertain, and a few pence are so dear to the men, that it is something to be risked if they join our association, and the dock companies use their power with a vicious kind of antagonism to us.

13565. You think that a great deal of this competition is caused by the number of agricultural labourers that are flooding your trade?

Yes.

13566. And you think that the reason of that is that the land laws are not as favourable in this country as they are in others; do you know much about that question?

I have been to France two or three times, and I have never been able to see the number of men in the towns there that you can see here; and when I got into conversation with those who could speak a little English, they have always told me that if a man has a mind to stop in the particular part where he was born there are facilities open to him that keep him on the soil, and that is the reason of there not being so many wanting work in the towns of France as there are in this country.

13567. Do you know whether the laws affecting land in this country have been changed for the worse in the last 10, 15, or 20 years?

I should say they have been changed for the better; and if they would make them more Irish I think it would be better still.

13568. The law is better now you say than it was before there was competition from the agricultural labourer?

Yes.

13569. Then why do you think that this influx of agricultural labourers is owing to the law being defective, if the law is better than it was before the influx?

Of course the laws are better; but they have not improved with the number of the population. And may I say this, that the groundwork really of the dock labourers are agricultural labourers; most of the men who are working there now are the boys of the agricultural labourers who came up. There are a large number of Irishmen who are agricultural labourers.

13570. Have you considered at all whether possibly the reason why there are fewer men employed as agricultural labourers is that it does not pay to grow wheat, owing to the cheaper price at which it can be imported from abroad?

I should say that free trade, as far as the agricultural labourers are concerned, has acted against their interests, and it rather pinches us up. I do not want

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to go into any side of politics, because I know there is rather a sore feeling; but my point and my experience is this, that for every acre of land that goes into disuse we get somebody up here.

13571. I want to find out from you whether you have considered and weighed the question whether the reason why these agricultural labourers do not find the employment they used to do, is that it does not pay to grow wheat in this country, whereas it used to pay to grow wheat?

That would be the case I should say quite clearly; and it does not pay to grow the fruit and vegetables, the same as it used to do.

13572. That of course would have nothing to do with the land laws you complain of?

No; that would not so much have to do with them; but I still think that if the land laws were more generous, the land could be made more use of.

13573. Do you think that a law could be made to enable land to grow wheat with profit, which now will not grow wheat with profit?

If the land in this country was let by the same advantage to the English peasantry as it is to the Irish peasantry, I should say that we should have a very fair chance of keeping our men on the soil, instead of their coming to the towns.

13574. I suppose you have not studied that question out very deeply for yourself?

I have not had time to study these things out; I have been a dock labourer all my life; the little information I am possessed of, I have got from a few books which I have read.

13575. You do not know, for instance, what would be the relative cost of bread, or imported flour, or imported wheat, in France and England?

I know that you can get a cheaper loaf in France than you can get here.

13576. Where?

At Granville; I used to get about a yard long.

13577. Did you ever weigh the yard?

No. I could get a good meal there much cheaper; I would get the same meal there for tenpence that I should have to pay a couple of shillings for here.

13578. You do not know either what the duty on wheat going into France is?

No, I do not know the amount; but I know that there is a duty on it.

13579. There is one other question I would like to ask you about; what I gather generally from what you have said is, that you think that legislation might be useful to you dock labourers in the ways I have mentioned, and you think, also, that you might be benefitted by legislation, if it were possible to have such, which would enable the land to support a greater number of men working upon it than it does at present?

Yes.

13580. Then there is another point: the general tendency of your evidence has been, that you think less work ought to be done; that is to say, that more men ought to be employed on a job, and less work done by each man, but that the wages ought not to be reduced; do you think it would be possible to keep up the rate of wages in any way by legislation?

Yes.

13581. You said just now, for instance, that the rate of wages had increased 50 per cent. among the stevedores?

Yes.

13582. That was not due to legislation?

No; it was due to their efforts.

13583. How did they manage it?

They are a class that require a little more skill, and they are not so immediately

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diately under the thumb of the dock people ; they have more to do with merchants than we have ; so that there is a larger amount of money, I suppose, among the merchants ; that has been a help to them, and they have co-operated together. If they had been under the thumb of the dock company as we are, it would have been a matter of practical impossibility, unless some law had enforced it, for them to have gained their point.

13584. In your case do you think that some kind of law would be necessary to enable you to keep wages up ?

Yes.

13585. Have you any idea what kind of law could do that ?

If when any of the Bills for the building of a dock were brought before Parliament information was given to the Committee from the workmen's point of view, it could then be decided between representatives from the dock companies, and from the men themselves, what should constitute the proper number to work with safety at the various kinds of work. If that was made a law the members of the Committee who had to pass this Bill would understand more fully the relationship of the worker to the employer.

13586. I understand you to say that you think the law ought to decide that not less than a certain number of men should be employed on a certain job ?

Yes, a number compatible with the safety of the men themselves.

13587. Then I want to know further than that, do you think that the law in some way ought to settle what rate of wages those men should earn ?

Yes.

13588. That is what I want to get at from you ; how do you think that could be done ?

If, while the Bill was before the Committee, it could be shown that the men, according to the rates that would be charged to shippers, would earn a certain amount of money, and that upon that being divided fairly, it would give a fair share to the dock company, and a fair share to the workers ; I think if that could be decided, or could be considered by the Committee, and the men themselves and a representative from the docks, some means could be arrived at by which it would be fair to both parties.

13589. You think that the State ought to make a fair bargain between the workman and his employer ?

Yes ; and it could be decided before the Bills were passed.

13590. But that would not affect any docks now existing ?

No ; but there is in contemplation two other docks being built ; one is to be called the Imperial Docks, and another, I believe, called the Dagenham Docks ; I am not sure which it is ; but if before the passing of the Amalgamation Bill the Committee had considered the matter from the shareholders' point of view and the men's point of view, the East India Dock Company would not be able to force their men to work at the rate of 4 *d.* an hour.

13591. And you think that the labourers ought to have petitioned against these new docks and this amalgamation ?

Yes. I did my utmost, but I found that my efforts were unavailing to get any voice in the matter ; and as far as I can learn, the very Bill that was drafted and placed before the shareholders was not the Bill that came before Parliament or the Committee.

13592. Still I do not quite clearly understand how you think the State could arrange the rate of wages for you ?

If the State were to interfere and enforce the responsibility under the Employers' Liability Act ; in the first place, were they to interfere so that a man should not be employed for less than four hours, the dock companies would then be able to use their intelligence in another direction, and regulate the work more ; and were the State to say that the rate of pay should be a certain amount, then the dock companies would be able to get away from the difficulty.

13593. You

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13593. You think that a law should be passed saying that the rate of wages for a certain class of work should be a certain fixed sum?

Yes.

13594. And that no man should be allowed to work for less?

Yes.

13595. How would you propose to deal with the great number of men who would be thrown out of employment by that?

If the foreigners were stopped coming into this country, and that is a rather sore point, if you will excuse my mentioning it, if they were kept out of the country, and our sons were allowed to go and learn a trade, then we should not find so many thrown out of employment, and the more enterprising of them would be able to get to our Colonies; whereas as it is there are tens of thousands of our people who, if they had the means, would go out to our Colonies.

13596. We want to get out from you all you think sore points, and what you think about them; do you mean that there are tens of thousands of men, who if they had the means would be glad to go out to the Colonies, and cannot get there because they have not the money?

Yes.

13597. What class of men?

There are a large number of agricultural labourers, who would be useful to a new country; and then there are men who come from our various trades; there are a large number of shoemakers and a large number of every trade you can mention.

13598. Do you mean to suggest by that that they ought to be helped out by the State?

It would be better for the country in the long run for them to be helped rather than be kept here to eke out a miserable existence, and then end in the workhouse if they do not get killed before they reach that mansion.

13599. You think that a certain number of men, who would be glad to emigrate but cannot afford it, should be assisted to emigrate, and I suppose given something to start with, at the expense of the general body of the taxpayers?

Yes; and I think they would repay it very soon.

13600. You are, in fact, in favour of State-aided emigration?

I would rather not have it, provided the country is left to our own people; I would rather that all the surplus population was kept here, if the foreigners are to come in.

13601. I understand you to assume as the first step that foreigners are not allowed to come in?

Yes.

13602. And that all the work done at home should be done by our own people?

Yes; and under the same laws as we have in our Colonies, and in America.

13603. What do you mean by that?

Immigration laws which would prevent foreigners coming.

13604. You mean that the same laws which exist in the United States should be applied here?

Yes.

13605. Then, if that was not sufficient, you think that State-aided emigration would be a good thing?

Yes, it would be a splendid thing for our men. I do not know whether you

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would allow me to mention another point ; but contracts that are made between the shipowners and the docks are that in the first place the shipowner wants his vessel out as soon as ever he can, and he considers that time is money with him ; then the Customs help them again, so that all the profits of this feverish working rob work of its regularity, because without these agreements that have lately arisen between the docks, a vessel would take three or four weeks where now it only takes three or four days. The difference between the feverish working and the more regular working bring a greater profit to the dock company, and the men are not paid in proportion to the improvement ; because now with the machinery they have got a vessel can be unloaded, as I said, in as many days as it used to take weeks.

13606. You have told us that with regard to the machinery, you think the advantage ought to be divided between the dock companies and the men, whereas the dock companies take it all ?

I am not in a position to know whether legislation could step in and be a go-between, or a medium between, the shipowner and the dock company ; but if some arrangement could be arrived at between the two, and if, instead of the goods having to be unloaded, weighed, and delivered within a certain time, it were extended over a longer period, it would be better for the men, and better for the trade in general.

13607. Do you mean that the company should not have the right to unload and load a ship as quickly as they can ?

I cannot go so far as that, because they have all the liberty to do it ; but, if some such arrangement (I do not know whether Parliament could step in between the parties to the agreement) could be arrived at, it would be better for the men. That is the only point I wish to bring out. The Customs, the contracts between the merchants and shippers and the docks, all tend to make the work more irregular than it used to be.

13608. Of course the faster a vessel is cleared, discharged, and loaded, and off again, the better it is for the ship ?

The better for the shipowner.

13609. And when freights are very low, and there is great competition from foreign countries in that way, great dispatch is the only way probably in which we are able to compete at all ?

That is the case.

13610. Do not you think then that there would be great danger if anything were done to stop this great rapidity you complain of ; some danger, at any rate, that we might lose a great portion of our carrying trade altogether ?

No ; I do not think we should lose it if a common agreement could be arrived at between the merchants. That is a matter that could only be enforced by Parliament, because the conditions of their business would make it imperative that they should have it done with dispatch.

13611. At any rate it would have to be applied equally all over the docks in the United Kingdom ?

Yes, to be any benefit.

13612. And if not, the dock where it was not applied, would have a great advantage over the dock where it was applied ?

Yes. May I say that those who would feel it most would be those who had made contracts with the Government for the carrying of its mails.

13613. How so ? The Government could assist them ?

As far as I can understand the contract between the companies who carry the mails and the country is, that the vessels should make the passage in a certain number of days, and deliver their mails in certain periods. If it were possible for the country to help the shipowners in that matter, instead of any mail boats when they came in having to be discharged in a day or night, worked right through, it would be better for the men ; because it is not
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conducive to their health if they have been two or three days with very little food, and then are forced to work 20 or 22 hours.

13614. But would that leave anything to do with the carrying of the mail; the mail contract is merely that the mail should be carried from one place to another place within a certain time?

Yes.

13615. That has nothing to do with whether the ship is a day, or two days, or three days in discharging her cargo?

If the contract is made for the mails to be carried, and the vessel is not ready (she has not been unloaded and loaded again ready to take out the next mail) then I believe that the company so agreeing are committed for breach of contract, or they are under some censure or loss.

13616. But do you think that the same vessel will according to her contract bring in a mail, say, on the Monday, and take out another mail again, say, on the following Wednesday?

Yes, in very many cases they have got to do that. Sometimes they come in one tide and go out with the next.

13617. Go out with the mail?

Yes; if they have been delayed at all. Say that they should have arrived at this country on a certain date, and that they are detained one or two days, then that one or two days is taken out of their working time when they get into dock; and the vessel must be worked right away through.

13618. What I understand you to mean is that, according to the engagement the company enter into to carry the mails, there is not sufficient time allowed for them to discharge the vessel, as they are in great haste, between the time they arrive and the time they depart, if they are too late in arriving?

That is the case, quite clearly.

13619. And that their contract ought to give them a larger margin?

Yes; only it is to the advantage of the company, as far as I can understand, to be able to say that they can do the mails in quicker time.

13620. That would be one company, you think, competing with another; it would be to their advantage to say that they could get it done in a very quick space of time?

Yes.

13621. Do you know whether dock labourers have ever petitioned in favour of State-aided emigration, or taken any steps to get their case heard in Parliament?

I believe that seven out of every ten men who go from the East-end of London have been or are concerned in dock labour. I do not know whether they have ever petitioned. As a body of dock labourers, they have never to my knowledge petitioned Parliament.

13622. But if there are as great a number of men as you estimate, namely, 100,000, and as somebody else estimates, 200,000, and if, as you say, the large majority of them are strongly in favour of the State helping them in the matter of emigration, how do you account for the fact that they have taken no steps to put their opinions before Parliament, because you probably know that throughout the country generally there is a great difference of opinion as to whether State-aided emigration is a good thing or a bad thing?

If you were to get amongst the men you would find that this obstacle is in the way; there is a kind of patriotism which is rather tenacious in them, and the sentiment of most of them is that they would rather rot in England as long as they see the foreigners coming in. If they could see fairly and squarely that the country was being left to their own countrymen there would be a greater independence and more hope for them, and many of them would go abroad, or go to our Colonies; that is the one great obstacle in the way.

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13623. I should gather from you that in your opinion the general sentiment is this: that the Englishman thinks he ought to be able to earn a decent living in his own country; that he finds he cannot now in your trade, and he thinks that is caused by the immigration of the foreigners which you complain of, and also by the fact that from unwise laws or some other cause a great number of men are forced into his trade who were formerly employed, or ought to be employed in agriculture?

Yes.

13624. And that he would like, first of all, to see the foreigners excluded; and then he would like something done to bring about the employment of a larger number of men upon the cultivation of the land; and that, if those measures failed, he could become satisfied that he could not make a living at home; in that case he would like to be assisted to get a living in the Colonies?

Yes.

13625. He is not very anxious to emigrate as long as he thinks that either from unjust laws or from allowing the influx of foreigners, he is prevented from getting a living, owing to some cause that might be altered by legislation?

Yes. May I say that last year when a party of emigrants went out from the Tilbury Docks there were about 500 of them mostly young men; and the time that these men went out there were about 700 foreigners came in.

13626. Came in where?

Into London. The same week that our 500 men went out about 700 foreigners came in. I know several cases where men were contemplating emigrating, and in one case the man had actually applied, but learning this information, the words he used were: "Well, I have got along so long, and I do not want to go out of my country as long as these other people are coming in; it is only making room for them."

13627. How do you know that these foreigners came into London at that time?

It was reported in all the papers, and to the Commission that was sitting: I believe Mr. Arnold White was the one who brought the information before the country.

13628. Do you mean that it was given in evidence before the Committee of the House of Commons?

Yes.

13629. Now, I think you said just now that the law of supply and demand acted injuriously towards the working men?

Yes. If the number of workmen were only barely sufficient to do the work, the dock companies would not consider about what profit they were going to get, but they would pay them a fairer amount of wages; as the number increases so they squeeze them up; if they do not actually give them less an hour they wring more work out of them; and they know that the men are urged on by a feeling of fear.

13630. What you mean is this: that the law of supply and demand is injurious to the working men in the case where the supply of labour is greater than the demand?

Yes.

13631. But it would not be injurious, it would be beneficial to them in the degree that the demand for labour was in excess of the supply?

Yes, it would make a great amount of difference.

13632. So that the law, as far as the law goes, may or may not be injurious to them?

Yes.

13633. But as it is at present you consider it injurious?

Yes.

13634. I should

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13634. I should like to ask you whether this general change that has come over the dock work in the rapidity with which the work is executed, and so on, is not owing to some extent to steam superseding sails; a greater quantity of steam coming, and a lesser quantity of sailing ships?

Yes; that acts rather detrimentally to the men themselves.

13635. I mean steamships can come in, and if they arrive at the proper moment to get into the docks themselves, they get discharged as quick as they can and get off again at once; that would be impossible in the case of sailing ships?

Yes; they can regulate their time almost to an hour.

13636. So that is a matter which you would not suggest could be dealt with in any kind of way. Perhaps you can tell me what the witness meant who spoke about the time before the opening of the Suez Canal, when we had the tea ships; do you know what he meant by that?

Before the opening of the Suez Canal practically there was more trade coming into London; a large part of the trade that used to come to London and to this country has gone to other parts, because of the closer proximity to the neighbouring ports; and other countries have built docks and have opened up facilities for the unloading and discharging, instead of what it used to be; the larger vessels used to come here and discharge their cargoes here, and vessels of a lighter freightage used to carry it to the other parts. Now, since the opening of the Suez Canal, the vessels have to pass other countries where they are offered facilities.

13637. But I presume, in your opinion, what the witness meant was, not that we do not get the tea but that the tea comes in steamships through the Canal instead of in sailing ships?

Yes.

13638. And in your opinion the general effect of the Suez Canal is that cargoes which formerly came to England, and were distributed from England, now go to some foreign port, Havre, or wherever it may be, and are distributed on from there?

Yes.

13639. What do you found that opinion on?

By the less amount of silk trade that is done here, and the same things that are taken to the other ports; the vessels that used to come direct to London, instead of coming direct to London, have stopped at these other ports.

13640. I suppose you do not know whether France endeavours to encourage that by giving any particular advantages to ships in her ports?

I believe that all countries, with the exception of ours, give a kind of a bounty to their shipowners; the Germans are doing it and the Dutch are doing it.

13641. Earl of Onslow.] You said that the Government might in some way assist by relaxing the conditions of the mail contract; but has that really anything to do with the question of the time that the ship remains in dock; is not that entirely in the discretion of the shipping companies; and if the shipping companies were to have more ships they would be able, would they not, to carry out the mail contracts, and yet remain longer in dock?

But the competition among the steam vessels is so great that the steamship companies are all bound by their circumstances to work as few vessels as they can, so as to realise a greater profit; that is the only means out of the difficulty from their point of view; and I do not know whether they would take advantage of the Government, if it relaxed a little, by not having the same number of vessels.

13642. But a greater number of vessels would get over the difficulty?

Yes.

13643. Then you said, I think, in reply to the Chairman, that it was possible that the fall in price of agricultural produce had had something to do with the

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influx of agricultural labourers into London; I want to ask you whether that same fall in the price of agricultural produce has not benefited the dock labourers, who are large consumers of agricultural produce?

Not to the same extent; they have lost more on the one hand than they have gained on the other; there is plenty of food, but they have got no work, or money to get food.

13644. Lord *Monkswell*.] Is it not the case that the supply of unskilled labour is always in excess of the demand?

That I cannot say; with us it is.

13645. Suppose the State settled rates of wages; have you ever thought of this: that there would be a good deal of bribery to get in; suppose the State should fix the rate of wages higher than the rate of wages for the same kind of labour in the labour market all over the kingdom, do you not think that there would be bribery to get in; that the foreman would be bribed, and that the difference would be made up in that way?

There could not be more bribery than there is at present; a large amount of work is given away over-night at public-houses. I mean tickets are given away to a large number of the hands that are employed in the London and St. Katharine Dock, and also the Victoria and Albert Docks.

13646. Why should dock labour in this matter of the State fixing the rate of wages be an exception to other labour?

That is the only fair chance of our getting any means to live.

13647. Everybody else would say the same, perhaps?

And if they are deserving of it I do not see why they should not get it.

13648. Now, have you ever thought how that would affect foreign competition; for instance, taking your notion that the workmen must get a certain part of the advantage of machinery, how would that work; does not the foreign manufacturer get the whole of the advantage of the machinery, and how could we compete with the foreign manufacturer if you do not allow the English manufacturer to get the whole advantage of the machinery?

With the shipping and the goods that England contains, there are certain goods, certain qualities, and vessels that must come to England.

13649. But there are some that need not?

There are some, but there are very few.

13650. We had it in evidence the other day, that it was the opinion of the witness that foreign boots would not be imported if it were not for the fact that the trade union in the boot trade here prevented the best machinery from being employed; the consequence is that England employs inferior machinery, and foreign countries employ the best machinery, and so we do not make the boots in England that foreign countries make?

I cannot see it. I have had a little experience; in Leicester, and wherever I can go, the machinery used by the Leicester bootmakers, and in London too, is quite as effective as that of any that the foreigners can get; only that their labour is cheaper.

13651. Do you know what machinery the foreigners have?

They have the very same that we have.

13652. How do you know; have you been much abroad?

I have been to France and to Russia.

13653. Have you been to Switzerland?

No, not to Switzerland.

13654. You say that in France the machinery is not better than that we have?

No, not in making boots.

13655. So

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13655. So that you contradict the witness who gave that evidence, and said that was the reason that both were imported from abroad?

Yes. The best workmen in France are Englishmen, in boot-making.

13656. *Chairman.*] There is one point as regards immigration which I forgot to ask you: You told us that the men would not like to emigrate as long as there was this flood of foreign immigration that you speak of. I should like to ask you whether you think it would be any use their emigrating if foreigners were allowed to come in. Supposing that 20,000 or 30,000 or 50,000 men emigrated from England, that of course would be an immense benefit to those who remained?

Yes.

13657. But it would not be so if their places were taken by foreigners?

No.

13658. It would be no use to those who remained behind if the place of those emigrating was going to be taken by foreigners?

Practically, no.

13659. Have you ever spoken on the subject of the price of food to your fellow working men; you said just now that there was plenty of food, but no money to buy it with; did you ever talk over the question with them of whether they would think it more desirable if the food was dearer but they had more wages to buy it with?

No, I have never entered into any political questions; the only question I have dealt with is the work and wages question. There are some men among us who are Tories; others are Whigs; others are Radicals, and some are Socialists; so that in dealing with this question we should fight with a very keen weapon, to cut our own throats as far as combination goes.

13660. I did not consider that this question of food supply was a party question at all; however, you have given us your own opinion about it?

Yes, that is my opinion.

The Witness is directed to withdraw.

JOHN MILLWARD, having been re-called; is further Examined,
as follows:

13661. *Chairman.*] IN answer to Question 13253 you are reported in the Evidence to have spoken of a vessel of 116 tons; you say, "For instance, there is a ship in the East India Dock that was started (I was one of them) at 11 o'clock on Saturday morning, the 'Westland,' she is 116 tons; she has 14,000 bags of wheat, and she is wanted to-morrow night, and no doubt she will be got out by about 26 men and the aid of three hydraulics." What, is that the proper figure, for it is clear there is an error in that 116 tons?

One thousand one hundred and sixteen.

13662. Then in answer to Question 13268 you were speaking of the "Gleneagles" and you say, "I name them as being the largest tonnage of the Glen Line; I have known them to be out in 19½ hours." Then you were asked "Have you had to work the 19½ hours," and you said, "No, I have not worked the 19½ hours because it is too much; but I have worked more than that, but not on the 'Gleneagles'; I have worked 22 and 24 hours." I do not know whether you quite explained what you meant there. You say in the first part that you did not work 19½ hours because it was too much; and then afterwards you say you have worked 22 and 24 hours, but not on the "Gleneagles." Do you mean that 19½ hours working on the "Gleneagles" would be worse than 22 or 24 hours working on another class of ships?

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JOHN MILLWARD.

[Continued.]

The substance of that is quite correct ; that is to say, that if we did not work we should be left out the next day, if we were to go to the office and pay ourselves off.

13663. But I want to know this : You say that you have worked occasionally 22 and 24 hours ?

Yes ; in the Albert docks.

13664. But then you say you have not worked 19½ hours, “because it is too much.” If 19½ hours is too much, are not the 22 and 24 hours still worse ?

We are under the punishment of being left out or losing our work if we do not work according to requirements.

13665. What you mean is that you consider 19½ hours too much ; you also consider 22 and 24 hours too much ; but you have to do it ?

Yes, and I should say 36 hours occasionally in the Albert Dock you are supposed to work if they require it:

13666. But there was nothing special about the working in these ships you spoke of ?

Nothing whatever.

The Witness is directed to withdraw.

MR. BENJAMIN TILLET, having been re-called ; is further Examined,
as follows :

13667. *Chairman.*] You mentioned having been in France and in Russia ; were you working at your trade as a boot closer then ?

No ; I was sailing then.

13668. You were not working as a dock labourer either ?

I worked as a dock labourer.

13669. In France ?

No, not in France ; but I worked at the work of dock labouring ; I have had to do the work of dock labouring.

13670. In France ?

Yes, as a sailor I have had to do the dock labourers' work.

13671. You do not know anything about the condition of dock labourers there ?

No ; because in most cases there are a large number of women who do the work.

The Witness is directed to withdraw.

JAMES GRAY, is called in ; and, having been sworn, is Examined,
as follows :

13672. *Chairman.*] You are a dock labourer ?

Yes.

13673. What dock are you working at ?

I have been working in the London Dock more especially, but I have done work in the East and West India Dock Company ; I have worked in the South India Dock and the West India Dock, also the East India Dock ; but principally I have worked in the London Dock.

13674. Are you working there now ?

I worked there yesterday.

13675. Will you tell the Committee how you get your work ?

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[Continued.]

As a rule I have to struggle for employment. Yesterday I earned 2 s. 3 d.; that is the first work I have done since last Friday. There is one boat working in the London Dock at present at No. 1, known as the East Quay, and they employ, to discharge this boat, something like 150 men; but as they are rather slack at most of the other numbers in the dock there is no more chance for me, I being a mere casual. So that the men who are working this boat at present are sent mostly from the other numbers in the dock. They are employing at present in discharging this boat, on the ship and quay, something like 150 men; these men receive 6 d. per hour; they are doing a boat of the same description and with the same cargo that is loaded with dates, at a place over the water called Butler's Wharf; and the men there receive 5 d. per hour; but I want you to see the distinction, that they employ no less than 500 men at Butler's Wharf on the ship and the quay, whereas in the London Dock, where they receive a penny an hour more, they only employ 150; that is simply due to the contract system of working.

13676. Just explain that a little more fully; at the wharf you say that they are employing 500 men at 5 d. an hour, and in the dock 150 men at 6 d. an hour?

Yes.

13677. And you say that the difference is owing to the contract system?

Yes.

13678. Just explain that?

In the London Dock the contractors have the privilege of taking on who they like; that is to say, they are served out with a number of tickets, and these tickets are given away generally to their own companions. Of course, it is to their interest and their advantage personally to get the work done on the cheapest principle possible, that is employing the least number of men that they can possibly do; and the consequence is that if they do get the work done with a small number of men they have a certain amount of what is called "plus," or surplus, at the end of the week, in fact, it is simply sweating money. As a rule, the contractor that takes the chief command I may say of the job, has a certain number of men, probably seven or eight, who receive a small share of this surplus; and the consequence is that the function, I may say, of these particular individuals is to hunt up the men who are forced to do the work, the men who are taken on, and certainly are forced to work as hard as they possible can; it is their function to see that these men very nearly, I may say, kill themselves, so that it may be possible that these people may have a good surplus at the end of the work. Giving an instance about myself, as I said, till yesterday I had not done anything since last Friday; I have been down at the London Docks, No. 5 gate, every morning since last Friday, at the usual time for calling on, that is half-past eight, and I had been unsuccessful in obtaining employment until yesterday; yesterday I was there from half-past eight till half-past eleven. At half-past eleven I should say that there was something like 350 men waiting for employment at this special gate. A contractor by the name of Clemence came to the gate for, I will not be sure, I think it was 14 men; it was either 14 or 16 men, and of course there was a struggle. As I said before, they have a certain number of tickets to give out; and there was a struggle between us men at the gate who should be lucky enough, as it were, to gain one of these tickets. It is a common occurrence for men to get seriously injured in a struggle like that. Your Lordship may imagine a kind of cage, as it were, where men struggle like wild beasts; we stand upon one another's shoulders. I myself have had eight or ten men upon my shoulders and my head, and I have been hurt several times in a struggle for employment like that, though I have been at the docks every morning at the usual time for calling on. The first is half-past eight, and in the great majority of cases the usual time that I am fortunate enough to get employment is between eleven and one o'clock; that is to say, I have the privilege, it may be called, of earning from 1 s. 9 d. to 2 s. 6 d. During the last three months I have worked in the London Dock. As I said, I am migratory;

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[Continued.]

I work in most of the docks ; wherever there is any chance of employment I go, but principally in the London Dock ; but during the last three months my earnings have been from 3 s. 9 d. to 5 s. a week ; and I have been down at the docks every morning at the usual time for calling on. But I wanted to show this, that in this London Dock where I work at one particular number, known as No. 3, there is a difference in the working of a ship ; there, at this particular No. 3, they work steamboats off, by a person of the name of John Hall, on what is known as the company system ; that is, the contractor has nothing whatever to do with it ; but the company appoint a particular foreman to see that the work is done ; and the effect to the men is, that where there is one man employed by the contractor there are no less than three employed by the company ; but there is this difference, that the company pays one penny per hour less to the men than the contractor does ; but the man has the advantage that there are three men employed, whereas, on the other hand, there is only one employed under what I may call the sweating system or the contract system. As I said, I have been working now about eight years in the dock, and I have not been exclusively employed in the London Dock only ; I have worked in the East and West India Docks too. The fault I have to find with them is that, as a rule, when taking men on they take them on at half-past seven in the morning ; that is, they gain half-an-hour out of the men when their time for work does not really commence before eight o'clock ; they have them in at half-past seven in the morning, and certainly in that case they have half-an-hour out of the men for nothing ; and the company have the privilege of discharging the men at any time they like ; that is to say, they can pay the men off if they so wish in one hour, two hours, or what not. But the principal thing I want to say is that I consider it is a disgrace and a scandal to a so-called civilised country like this that men should have to struggle in the way they do at the docks, at the mercy of a contractor, an individual who, as I know to be a positive fact, employs bullies ; I may say he employs nothing less than bullies, because at No. 11 there is a man named Walker who employ a certain number of pugilists and prizefighters. When an outsider is taken on to do the work he knows that if he does not do what the bully tells him the chances are he might get a thrashing. These men have the privilege of getting the best of the work, not that they are mentally superior to the rest ; I think they are rather below the average of the men that are driven by them. And another thing I want to point out especially again is this : At No. 3 where the men work these boats belonging to this John Hall, they employ at least twice the number of men that they would do if the work was given out to a contractor. For instance, it does take, as I know for a positive fact, something like 160 men, from that to 200 men, to work one of John Hall's boats out ; I include the men working on both the ship and the quay ; it takes from 160 to 200 men to work one of John Hall's boats out. But on the contract system if the contractor had one of Hall's boats to work the possibility is that he would get the work done with something like 80 men ; and not only that, but the great disadvantage to us casual men who do not receive favours from the contractors, is that the contractor would, as is generally the case, see that his own particular friends and relations and drinking companions had the best share of the work. And not only that, but that they should receive some small share as bullying money, as I may term it, at the end of the week for the work that has been done.

13679. Some small share of what ; of the balance ?

Yes. The contractor takes the balance personally himself, and he has a certain number of men under him, generally say from five to eight men, who are what is termed, in the gang ; that means really this : I may say they share out the surplus ; the contractor takes the whole of it and gives them what he thinks they are worth, I may say, for their bullying capacity ; that is all I can term it. What I wanted to point out again was that the great number of dock labourers as a rule (I know it is a positive fact, for I have had nine years' experience), on the average, the poor casual dock labourers do not earn anything like what Mr. Tillett stated ; he said 7 s., but I guarantee to say from
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personal experience they do not earn more than 4 s. at the very outside. And again I say that if the company were to give their work especially to foremen appointed directly by the company, and these men were to take the men on, there would not be that favouritism which is shown under this present contract system, of a night time. Say, for instance, that a contractor has a ship to discharge to-morrow, he lives in a particular neighbourhood, he is surrounded by his own pot-companions; he has so many tickets, that is to give out to men for work to be done, and he gives these tickets out to his own particular friends; and his particular friends happen to be, as a rule, those who are the biggest bullies, and these bullies, as a rule, do not do the work, but they force the like of me, somebody as I say taken on at 11 or 12 or 1 o'clock in the day, and receiving the munificent remuneration of 1 s. 9 d. to do all the hard work; that is to say, I may as a dock labourer, apply for work at the usual time, 8.30 in the morning, and as is generally the case, not exceptionally, but generally, I shall succeed in getting on and going to work about 11 o'clock; which would mean, if I was working for the contractors, 2 s. 6 d., that is from 11 o'clock till four; and if I was working for the company it would mean 2 s. 1 d.; but I would rather have the 2 s. 1 d. from the company than the 2 s. 6 d. from the contractor; simply because I am not driven so much. But with regard to the great majority of the men who are forced to work at the docks. I am sorry to say that dock work is simply in the principal portion of it, that is, the men continually employed, through favouritism. For instance, I myself am capable of doing several things in the dock that probably a great many of these intellectual gentlemen, bullies I mean, are not capable of doing; but I do not get any preference because I am capable of doing that; I am merely in the same position as the great majority of the others; that is to say, I am a casualty man. It is simply because I have not the capacity for bullying; and could not have; and I could mention the man's name, a particular individual employed by a particular contractor named [], who employs a particular individual of the name of [].

13680. We need not have the names. I think you have told us already about the bullying that goes on?

What I wanted particularly to show was this; that under the contract system there is always favouritism going on, and that the contractor never will employ a man till he is actually forced to do it; that is to say, if there is a certain job which wants to be done he will put off taking the men on till the very last moment; he will get his preference man to get everything ready, that is, make it possible to get everything ready for the likes of me, or the "casualty men," to come in and do all the hard work. They get all the gear ready and that; but they take particular care they do not do the hard work; but that hard work, which pays the contractor best, is left to men like myself who are taken on, as a general rule, about 1 o'clock in the day. Now the advantage, as I said before, of company work in distinction from contract work is that, under the company, though they pay a penny an hour less, nevertheless you have at least three men, where, if you worked for the contractor, and got a penny an hour more, you would only have one; you have three men to one to do the work. And another thing is, that you cannot bribe the men appointed by the company to take you on, whereas the contractor as a rule can always be bribed with a pot of beer; because there are certain public-houses I could mention in the neighbourhood of the London Docks; which I could point out to prove my statement; where there are contractors who take the men that live in their immediate neighbourhood; and there is a certain sort of coercion, I cannot call it anything else; these men are bound to give them so much beer every night in order to get a ticket; because the contractors have the privilege of taking these tickets home with them; they are supplied by the dock company with the tickets, and they have the privilege of taking them home with them; so as a necessary result these men that live in the immediate neighbourhood apply at the contractor's house; he says, "Yes, come down with me"; but he gives him a good hint, which means, "what am I going to have if I let you have the privilege of going to work"? The consequence is that they generally go to the nearest public-house. That sort of thing could be done

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away with altogether if the company was to employ a particular individual, a foreman to take the men on. It would not be possible to have any favouritism at all if the contractor was not allowed to take his own man on. And another disgraceful thing is this, in reference to the number of hours; when a man, a casualty man, goes to work, he has not any certainty at all how long his work is going to last. For instance, I myself have gone to work to 10 o'clock, and been paid off at 11, and I have received 6 *d.*; and in many cases I have been a week, aye and three weeks before I have earned another penny. And this does not simply affect me personally, but it is a general rule; in fact the work in the dock is a monopoly in the hands of a class, and these people who monopolise the dock work are simply favourites, as I said before, of the contractors.

13681. Will you explain what these tickets are; what is the ticket?

A contractor's ticket is a piece of tin with a number on it, probably the numbers go from one to 100.

13682. And the contractors get a certain number of these tickets and give them out to men they want to do work for them?

Yes.

13683. And you say that the contractors insist upon the men treating them in order to get these tickets?

Yes.

13684. And you think that would not happen if the work were put out by the company through a foreman?

No.

13685. Why do you think you could not bribe the foreman in the same way as you bribe the contractor?

For this reason: As a rule the foreman considers himself to be a superior person to the average contractor. The average contractor is generally a man of very low intellect; he is little better than the pugilist whom in some cases he employs to hunt up the men at their work.

13686. You think in fact that the foreman the company would employ would not be capable of being bribed by a pint of beer, or anything of that kind?

It may be possible that he might be bribed in some cases, but not in the generality of cases; it would not happen to such a great extent as it does with the contractors; simply because as a rule the foreman employed by the company does not live in the immediate neighbourhood, but a few miles away in a country place; but the contractor generally lives in the immediate neighbourhood of the docks where the men are liable to come more in contact with him.

13687. Then you complained about not knowing what length of time you were going to work; you said that you were taken on at a certain time and were paid off in an hour.

Yes.

13688. And that then you did not get work for a great length of time?

Yes.

13689. Do you mean to say that what you complain of is merely the fact that you are not told when you are taken on how long you are to be employed?

Yes.

13690. You want to know whether it is an hour, or eight hours, or a day, or whatever it is?

No, not exactly; but what I should like to see would be that this system of calling on, every hour as it were, men having to wait outside the dock gate all day should be done away with.

13691. We have had it put before us that what the men would like, is that there should be two calls, one in the morning, and one in the afternoon; and you think so too?

Yes.

13692. And

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13692. And it has also been suggested to us that the men should not be engaged for less than four hours; is that what you mean?

Yes.

13693. You have spoken about the great crowd at the gates; how many gates are there in the London Dock?

As near as possible something like nine gates in the London Dock, where the men are taken on.

13694. How do you mean "as near as possible"?

As near as I can recollect, there are between eight and nine different gates where men are taken on; but at the principal gate, known as the front entrance in Nightingale-lane, on an average I should suppose, taking the year right round, there are from 1,500 to 2,000 men applying for employment.

13695. Do you mean from 1,500 to 2,000 men every day?

Yes; it varies according to the shipping. If there is more shipping in, the men will find out where the shipping is; the news will go abroad over-night, and you will have an increased number of men the next morning.

13696. You say "the great crowd" is at the gate which you have mentioned?

On an average from 1,500 to 2,000 men applying there through the year, and on an average no more than 400 or 500 men are taken on.

13697. The crowd, you say, is very great, and there is a tremendous struggle on the part of the men to try and get taken on?

Yes.

13698. A struggle so severe that it sometimes results in injury?

Yes, it does.

13699. That is owing to the great number of men wanting work?

It is simply owing to the system they have of taking men.

13700. You say it is not owing simply to the fact that there are a great many workers wanting work?

No.

13701. You think that might be prevented by some better system?

Yes.

13702. What do you think could be done?

If there was a kind of box raised up, so that the contractor or the foreman could get up and point to the different individuals, the different men he wanted, call them by name and put it down in a book, that would save all that struggling; whereas the fact is that you have a contractor with a handful of tickets coming before a crowd of hungry men, all eager for employment, at odd hour calls, after the first thing. The first thing is this, there is a chain put up right across the entrance to the dock, and the contractors are on one side of the chain and the men the other. You can imagine for a moment 1,500 men, from that to 2,000 men, crowded together, the front men forced up against the chain, the contractor on one side of it; the back men, who cannot get to the front of the chain, are climbing over the heads of those in front, and the contractor behind the chain is picking out the men, generally his own favourites or generally somebody recommended by one of his own favourites.

13703. Of course the men all want to get to the front?

Yes. I think the best way would be to have an individual appointed by the company to get up into some box where he could have a commanding view of the men, and, instead of giving these tickets out, simply ask the men their names and enter them in a book, so that it would save this struggle for the ticket. The ticket is the sole reason why the men struggle.

13704. The struggle of the men can be no possible advantage either to the contractor, or the dock company, or anybody else?

Not a bit; it is only the system; but that applies only to the London and St. Katherine Dock specially; all the other docks have a different system alto-

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gether. The London Dock should do what they do in the East and West India Docks where they have a foreman who specially takes the men on, asking their names, and not issuing out any tickets at all; and that would save this terrible competition.

13705. I want to ask you about this contract work; you said you preferred the company work to contract work, though under the contract work the men could earn a penny an hour more than under the company work, because you said under the company work three men were employed where one is employed under the contract work?

Yes.

13706. That is to say, that more men would earn wages under the company system, but that no single man would earn as much as he would under the contract system. You yourself could not earn as much under the company system as you can under the contract system?

Just so.

13707. But more men could get employment under the company system than under the contract system?

Yes.

13708. And you prefer that?

Yes.

13709. Because it is to the benefit of the men generally, although it is no benefit to you in particular?

Yes.

13710. But I think you also said that you preferred to earn a penny an hour less under the company work, because you were not driven so hard under the company work?

Yes.

13711. Do you think that is the general opinion among the dock labourers?

Yes, I am certain of it.

13712. They would sooner not be driven quite so hard, and earn a little less each man, knowing that by doing so there would be more men employed?

Yes.

13713. Then you told us about this case of a ship discharging at the dock, and of another ship with a similar cargo discharging at the wharf, and there were a great many more men employed at the wharf than at the dock?

Yes.

13714. Why is that; why do they not get their work done as at the dock?

The reason of that is because there is a difference in the system of working.

13715. You told us that it is done by the contractor at the dock, and not done by the contractor at the wharf?

Yes.

13716. Why do they not get the work, in your opinion, as quickly done as at the dock?

I suppose that they have not got the same efficient machinery at the wharf as they have in the dock.

13717. That is just what I want to get at, because you have been telling us, as I gather from you, that they employ more men at the wharf because they do not adopt the particular system adopted at the dock?

Yes.

13718. Now, you tell us that more men are required at the wharf, because they have not got the machinery; which do you mean?

In the wharves the machinery has not advanced to that perfection, or the company has not the same command of machinery in the wharves that they have in the docks.

13719. That

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13719. That is to say, that the dock having been better equipped with machinery they are able to discharge this vessel in a shorter time, and with fewer hands, than they can do it at the wharf?

Yes.

13720. Do you object to that?

I do not object to that under the present system, certainly not.

13721. But that is nothing to do with system; it is merely the fact that they have got better machinery?

Not only that, it is owing also to the system of working; not only the more effective power of machinery, but also the system of working.

13722. But am I to understand you that the work is done at the wharf on a system like that on which the dock companies work?

Yes.

13723. In the case of the particular ship you mentioned at that particular wharf, was that discharged at that wharf under the system you have described as "the company system"?

Yes.

13724. And for that reason more men were employed?

Yes.

13725. And another reason why more men were employed is that they have not got as good machinery there?

Yes.

13726. And I should gather from what you say, that you think the contract system is a bad one?

Yes; for instance, I have worked in the Albert Dock; of course, casual dock labourers like me are migratory; and I have worked in all the docks in London, and I have worked in the Albert Dock. Now, in the Albert Dock, just to give an instance of the difference between contract work and companies' work, three months ago it must be, I worked on a tea ship there, and I was on the quay; the contractor on the quay employed for this tea ship had, as near as possible, from 50 to 60 men; that was the total number of the men he had on the quay. That was worked on the contract system. If that ship had been in the South West India Dock or the West India Dock, they would have employed at least three or four times as many. I have worked in the South West India Dock upon tea ships; and it has been a common thing to employ from 200 to 300 men; I have seen 300 men employed on the quay; I have been one myself.

13727. With each man earning less wages than under the contract system?

Not altogether less wages, because though in the South Dock the men receive 5 *d.* per hour, they received at the time I am speaking of (they do not now) surplus, that is in accordance with how quick the ship was worked out; so the men would be paid so much for their exertion; but, as a rule, it brought up their money to something like 6 *d.* per hour, and they have the great advantage of having three times at least the number of men to do the work. But in the case of the Albert Dock they employ 60 men we will say, to discharge a tea ship on the quay, whereas in the South West India Dock they would employ from 250 to 300 men.

13728. How do you account for their doing the work more expensively in that dock than any other; why do the dock company do their work in a more expensive way in that dock?

I suppose it is simply owing to the system that the company have there; I do not exactly understand.

13729. Have you ever known a case where a contract has been sub-contracted; where the contractor who has got the contracts has turned it over to somebody else?

Yes; it is a common occurrence.

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13730. Through how many hands do you suppose a contract ever goes in order to bring it down to the last?

I have known the system of sub-contract to be carried so far that it has gone through three.

13731. That is to say, one man would get the contract for the dock, and sub-let it?

Sub-let it to the second, and the second to a third.

13732. And the third would get the work done?

Yes; the rest would divide; the men at the bottom would do the work.

13733. Would the man at the top do no work?

None whatever; only hand it over the second.

13734. And would the second man do no work at all?

No; no work at all.

13735. Earl of *Derby*.] You spoke of the practice of sub-letting of contracts; is that allowed, or is it done by an evasion of the rules?

I think it is generally known by the company; but it is simply because it is to the advantage of the company that they should get the work done at the cheapest possible rate; and consequently I believe it is known and allowed.

13736. I have not been able quite to understand why quite so many more men as you say are employed under the system of direct engagement by the company rather than by the contractors; how could the difference between those two systems cause three men to be employed in the one case and only one in the other?

Simply because in the case of the contractor he drives the men; he will force that man to do the work; it is coercion in a sense, because it is a question of living, a bread-and-butter question with the man; if he does not do the work the consequence is that he will get no work at all. There is a certain incentive; that is to say, he gets a penny an hour more, but for that penny an hour more he has to do three times the quantity, as a rule, than the man who is employed by the company.

13737. In one case the work is very easy and in the other very laborious?

It is simply easy owing to the great number of hands employed by the company.

13738. Then if the contract system were done away with must assume that there would be a much larger number of hands employed?

Yes.

13739. And not the proportionate diminution of wages?

No.

13740. Consequently, the loading and unloading of ships would be, a suppose, a considerably more expensive operation than it is at present?

I do not know. The difference goes into the pocket of the contractor; whereas, if the contract system were done away with altogether, it would be no heavier expense to the company, and the difference would go into the pockets of the men.

13741. You have told us several times that the company would employ two or three men where a contractor would employ one?

Yes.

13742. Then do you mean that the whole difference of cost goes into the contractor's pocket?

Yes; for instance, in the Albert Dock, it is a well-known fact that the contractors there have property in the shape of houses. It has been a common practice there for a contractor to make as much as from 20 *l.* to 30 *l.* a week.

13743. Then you spoke of the contractors giving the best of the work to their own friends. I presume that, if the company chose the men through their foreman, the foreman would have an arbitrary power of choosing the men whom he preferred, would he not?

Yes;

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[Continued.]

Yes ; but, as a rule, as I said before, being a rather superior individual to the average contractor, he does not, as a rule, live in the immediate neighbourhood. Where the injurious effect of the contract system is, is that the contractor lives in the neighbourhood of the docks, together with the men, and he is in personal contact with the men ; but, as a rule, the man appointed by the company is, or considers himself, superior, and generally lives a little way out in the country.

13744. The selection, in fact, would be as arbitrary in the one case as in the other ; but you think it would be made with better judgment ?

Yes. But I do not think the men appointed by the company would be bribed so easily ; in fact, as a rule, they consider it rather beneath them to drink with the casual labourer.

13745. Lord *Clifford of Chudleigh*.] How does a man become a contractor ?

Simply by his power or his system of getting the work done. There is a certain sort of competition, as it were, between these men. For instance, as I said before, in the London Docks there are a number of men in a gang, and there is one man, you may say, who is especially the head of the gang ; he takes the contract ; but there is a continual fight between the men immediately under him. When they are very busy they will probably have a number of jobs between them, and then there is a kind of competition between these men immediately under the contractor to see who can get their work done at the least possible expense ; that is, by employing the least number of hands, and the man who gets the most work done with the least possible amount of hands, of course, has better remuneration for himself, and is also a better servant to the company ; and the consequence is, that, as a rule, he generally succeeds in becoming the top contractor ; so that you may say that these men, take them altogether, the eight of them, are contractors, but there is one, as it were, over the others, and there is always, as it were, a kind of competition going on to see who shall reach the top of the tree.

13746. In fact the dock officials look out for a man who is supposed to have the power of making the men under him work, and they give him the contract ?

Yes.

13747. *Chairman*.] Do you know whether these contractors have been dock labourers themselves ?

Yes, as a rule they have ; and, as a rule, they find it to their advantage very often to employ men who, in some cases, would not hesitate to use, if necessary, physical force. I have seen that done.

13748. I gather from you that you consider that the qualities that enable a man to arrive at the position of being contractor are, that he should be a bully by disposition and strong enough to carry it out ?

Yes, just so ; of course there are exceptions.

13749. Do you think it would be a good thing if the rate of wages were to be fixed by law ?

Yes.

13750. Would you not think it a very hard case, if you were unable to get work at the rate of wages fixed by law, and were willing to work for less, that you should not have the opportunity of doing so if you wished ?

I hold that in the case of men forced to compete with one another it is not what they do, but what they are bound to do. Under the present system of competition men cannot work at what they would. I think there should be a certain sort of organisation amongst the men ; there should be a certain rate of wages, and that the men should not work under it.

13751. A certain rate of wages settled by the men themselves by an organisation among the men ?

Yes ; but I think that is hardly possible ; I know it is not at present in the case of the dock labourers.

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13752. I want to get at whether, in your opinion, it would be a just thing, the rate of wages having been fixed by law, if that were possible, that is, if a law were made that a man should not work at less than so much an hour, and if he were willing to take less and could not get work, except by taking less, that he should not have the opportunity of doing so?

I think, leaving the law part of the business out altogether, it would be better that it should be done by a strong organisation among the men themselves.

13753. You think it would be better done by an organisation among the men than by any law?

Yes.

The Witness is directed to withdraw.

FLORANCE DRISCOLL is called in; and, having been sworn, is
Examined as follows:

13754. *Chairman.*] You are a Dock Labourer?
I have been at Tilbury two years and two months.

13755. Are you a native of London?
No.

13756. How long have you been a dock labourer?
Two years and two months. The first dock labouring I did was when I went to Tilbury.

13757. What trade were you in before that?
Previous to that I had been in the building trade, in the smithing trade, and in the grocery trade. I had had about seven years in the smithing trade; I have had about nine years as a jobbing builder, and I have had about two years in the grocery trade.

13758. Which of those three did you leave first?
The smithing trade.

13759. Why did you leave that?
Because it injured my sight. I left it partly because it injured my sight and partly because I could not join the society.

13760. How do you mean that you "could not"?
Because there were certain rules that excluded those who had not served their apprenticeship, or who had not served seven years in one shop.

13761. Then you went out of that into what?
Into the grocery trade.

13762. What were you doing in the grocery trade?
I was a porter two years and assisted behind the counter.

13763. And why did you leave it?
The hours were slightly too long for the money; from seven o'clock in the morning till ten at night, and twelve o'clock on Saturday.

13764. You thought you could better yourself by trying something else?
I thought I should better my condition by entering the building trade, and after I had been in the building trade I found that it had got so overstocked with labour that I could not get on. Unless you were a very big man and had some friends on a job, there was but very little chance of getting on. Then I went down to Tilbury. I stopped at Tilbury two years and two months.

13765. Did you get work easily?
When I first went there it was an up-hill job with me, but as I began to get known I got an average share of the work.

13766. What kind of work are you doing?

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Quay work, generally; I very seldom worked on the ship, because I thought that the work on the ship was rather too dangerous for the amount of money the men were paid; and I did not consider that I ought to be in the hold doing the same work at 4 *d.* an hour as other men were getting 5 *d.* and "plus" for.

13767. Does the same struggle go on at Tilbury Dock as we have heard described by the last witness at the London Dock?

At the gates, do you mean? No, they have boxes there, and they get up into the boxes, or on the steps of the boxes, and call the men out and ask them their names.

13768. You mean, that the contractor or the foreman, or whoever he is, gets up into a box, gets up where he can see the men.

The foreman, so that he can see the men who are around him.

13769. And picks them out by name?

Yes.

13770. What happens to a new comer whom the foreman does not know?

Until he gets known, he only gets in when they are very busy.

13771. Have you heard the evidence given by the last witness?

I was not paying a great deal of attention to what evidence the last witness gave; I only know what is done at Tilbury Dock. I have no experience of any of the others.

13772. Are you working now at the Tilbury Dock.

I was working at it up until the strike. I do not expect I shall get any more work; in fact, I know I will not, because the policemen have prevented me from going on; they say that I am one of the agitators.

13773. You mean by the policemen, the dock police.

Yes. I applied for work on Tuesday morning, and I was called on by the foreman, and when I was going in somebody called out that I was one of the strikers, and the foreman on the gate asked me if I was a striker. I told him what was the truth, that I came out with the men, and that having come out, I felt I was bound to stay out till they finished, and then he called up to the policeman on the bridge, "Is this one of the strikers?" He said "Yes," and then he said to me, "You can go to Mr. Welsh and Mr. Tillet, they will pay you your money."

13774. Have you anything particular to say about the way the work is carried on in Tilbury Dock.

I have. There are two classes of labourers; there are what they call the preferable labourer and the outside labourer. There are two classes of pay; there is 5 *d.* per hour, and there is 4 *d.* per hour. Then there is what some people call "plus"; I prefer to give it its right name, and call it bribery, as there are only a few who get it; to bully the great majority. Boy labour should be put down, because it is both detrimental to the men at work, and it is detrimental to the boys themselves, and it is also detrimental to the dock company if they only knew it.

13775. There are two classes of labour, you say; we have heard about that before; one the preference men, and the other the outsiders?

The preferable man gets 5 *d.* per hour, and the outsider gets 4 *d.* In the majority of cases the preferable man is not appointed from any particular ability he himself possesses, but because he attends the church or the temperance hall that some of the foremen attend, or else that he attends at what we call the shipping offices, that is to say, the public-houses.

13776. You call the public-houses the shipping offices?

Down at Tilbury we do. I have known one preferable man to tell me that he was in one company with a deputy-foreman, and that he had had nine two-pennyworths of Irish whisky left over the bar with him.

(50.)

E E

13777. Why

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[Continued.]

13777. Why do you call these public-houses shipping offices ?

Because the men who drink use them, and the foremen themselves use them.

13778. And you think that the bargain is made there ; that is to say, the men practically get taken on there ?

I am positive it is. I have been in the public-house and seen drink passed by fourpenny men across the private bar to the foreman.

13779. And you object to the boys being employed ?

I object to the boy labour, for the simple reason that they have not the ability to do a day's work. They get a bale of jute put on their truck ; they are not sufficiently strong to carry any weight between their arms, and they get the truck so nicely balanced that the first little bit of grit the truck meets with over it goes, and the bale of jute falls off the truck, and likely enough on to a man's heels. And another thing is that the man who is working by the side of the boy knows that he has to earn a day's work or part of a day's work for the boy, and consequently he will only take his regular turn with the boy ; that is if he is wise.

13780. The work is not done by contract at Tilbury ?

Not on the quay ; there used to be some done by contract on the ship ; but I have not known any of it to be done by contract on the quay.

13781. And it is carried out how ?

Carried out by the company.

13782. Through their foremen ?

Through their foremen. The number of hands employed has been greatly reduced to what they were when I first went there.

13783. The previous witness complained of the fact that in his opinion the contractors were bribed by men standing them drink, and so on ; and he said that in his opinion that would not be the case if the work were done by the companies through their foremen, because the foremen were not in a position to be bribed in that kind of way ; and I gather from you that you think the foremen are bribed also ?

In my opinion it makes very little difference whether the foreman is employed by the contractor or by the company ; his heart can be gained through his pocket. I have seen presents carried in at various times ; one man takes in a large bouquet of flowers, another one will send, perhaps, a bottle or two of ketchup in the season, and all those kind of things ; some say they are sold to the foreman, I do not believe it myself, because if he wanted to buy it he could go to the shop and buy these things just the same as get the labourer to buy them for him.

13784. Assuming that to be the case, that such bribery exists, how do you think it could be stopped ?

I do not know of any way in which it could be stopped ; but the only way that the man could be benefited, would be to pay an all round price, and, if "plus" must be kept in existence, to give "plus" to all hands, instead of as it is at present to the few.

13785. This has nothing to do with the question of the foreman being bribed ; you think that there is a great deal of favouritism, and that the foremen are bribed by various persons, according to the kind of thing they like, some by Irish whiskey and some by presents of flowers ?

Just according to the fancy.

13786. But you do not know yourself of any way in which that could be stopped ?

No, I do not know of any way in which such things as that could be stopped.

13787. Now, you were saying that you think there ought to be a uniform rate of wage ?

A uniform

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F. DRISCOLL.

[Continued.]

A uniform wage for the work, and if there are four men in one gang, and they have got to do the same amount of work, I think it is an injustice that two of the men should get 5 *d.* an hour and "plus," while the other two get only 4 *d.* and no "plus."

13788. You think there ought to be no difference, in fact, between the preference men and the outside men?

No difference whatever; if they do the same work, they have a right to receive the same pay; but the only thing I can understand it to be is, that those men are appointed as preferable men with the direct object of driving the other men; there are generally one or two of them put into a gang, and sometimes only one; one is getting 5 *d.* and the other three are getting 4 *d.*; the other three have to do the same amount of work as the one.

13789. And you mean to say that the preferable men, as you call them, do precisely the same kind of work as the outside men?

Exactly the same; I have been loading up at the ships side, I and another man, loading up at one side of the board, while two 5 *d.* men have been loading up at the other side, and we have had to do set for set, just the same as though we were getting the 5 *d.*

13790. The only difference is that these preferable men, according to you, are supposed to see that the other men do their work quickly?

That is all I can understand it to be; for any special ability, they possess none.

13791. You think that for looking after the other men, and seeing that they do their work quickly, they ought not to be paid anything?

Certainly not; those of them who have nothing to do but bully and drive the others are very well rewarded by not having any work to do, but stand with their hands in their pockets.

13792. I understood you to say that the other day two of these preferable men were doing exactly the same work as yourself?

At the ship's side.

13793. You mean that sometimes a preferable man will be working, and at other times he will be doing nothing but bullying the other men and making them work?

He cannot do that at the ship's side, but he can keep his side clear; and if I do not keep my side clear he kicks up a row about it, and I am likely to be sent to the wind for not doing sufficient work.

13794. You object to the system of "plus" altogether?

I object to the system of "plus" entirely. I approve of an all-round price, the same amount of money for doing the same amount of work; anything else can be nothing more nor less than bribery of the few to drive the many.

13795. Earl of *Derby*.] You say, as I understand you, that the contractors are apt to choose men whom they know by frequenting the same public house or going to the same society?

The contractor's men, or the company's men, just the same, are likely to do that, and they do do it.

13796. But you have told us that the foreman is just as open to bribery as the contractor?

Every bit; I do not think there is much difference there.

13797. If the foreman chooses the men he employs in the same way as the contractor chooses them now, I suppose it would be open to the same objection, would it not?

Just the same.

13798. But how are you to remedy that; somebody, I suppose, must have the choice of the men to be employed?

(50.)

E E 2

I think

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[Continued.]

I think the foremen, if they had any decency, would remedy it themselves by keeping away from the public-houses, and then they would be above suspicion.

13799. You do not object to the arbitrary choice, but only want it to be exercised in a fairer manner?

There must be some leading man in all firms; and it does not matter who is the leading man if he treats men with an equal amount of fairness.

13800. Then you say you object to "plus;" you object to different rates of payment for the same work?

I object to different rates of payment for the same work, and I object to "plus." I object to it altogether, but if it is to be kept in existence give it to all round, to all alike, not to the few. It is those who do not get it who really earn it, and those who do not earn it get it.

13801. But how is that change to be brought about?

The only way it is to be brought about, I think, is by giving a higher rate of wages, and if there is any over-plus let the company keep it.

13802. But who is to enforce upon the company the payment of wages in that way?

I think there is only about one way of doing it, and that is by combination among the men, and by an alteration of the land laws in such a way as to allow those who were born on the land to get a living on the land. At present they cannot work the land at a profit, and they flock into the towns, and those who are in the towns find it very hard to get a living owing to that; and my belief is that the land system is at the bottom of it.

13803. We cannot go into the land system here; that is not before this Committee; but I take it what you ascribe the mischief to is there being too great competition, and you ascribe the too great competition to the number of people from other employments who come into dock employment?

Yes, exactly.

13804. And I presume that as long as there are two or three men wanting employment, but there is only work enough for one of them, and only one man can get on, the workmen would be pretty much in the power of the employer?

Yes.

13805. Earl of *Aberdeen*.] Do you work at the same dock as the last witness?

No, I work at Tilbury; I have been at Tilbury two years and two months.

13806. As regards the bribery, that is part of the tip system?

The tip system is done by the men, and I consider done by the company, because "plus" quoted is nothing more nor less than bribery to a few of the men to drive the greater number.

13807. The custom of giving presents in one form or another is very common, is it not, in different departments of trade?

It is very common in dock work, at Tilbury Dock at all events.

13808. You are not perhaps much acquainted with other branches of business?

I have not seen it done in other branches of business. I have been in the building trade, and I have not seen it done there; I have been in the smithing trade, and I have not seen it done there.

13809. You think that the contract system is a hardship?

I am opposed to the contract system altogether, because I think that it is calculated to create greater danger; there is less care taken in the work.

13810. You would not object to the companies employing only as many men as they find necessary to do the work?

I would never expect them to take on an extra man.

13811. And,

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[Continued.]

13811. And, therefore, though under some circumstances it might appear as if one dock were employing more than another in proportion to the work, would you not assume that that must be owing to some mistake in the interpretation of the observer rather than resting upon any actual ground, considering that the Company would naturally employ just as many men, and no more, as they found necessary?

But they do not do it now, because they have greatly reduced the number of men working at Tilbury now. At one time they used to pile flour eight bags high; four men used to be in that gang; now they put two men to pile the same things six bags high; so that two men do two-thirds of the amount of work that four men did previously.

13812. Is that under the contract system?

Under the company system at Tilbury.

13813. Without any sub-contractor?

Without any sub-contractor.

13814. Lord *Clifford of Chudleigh*.] These preference men who get the "plus," I suppose as a rule have been men who have been for a long time in the employment of the Dock Company?

Not at all; one man I know was recommended by Mr. simply because he taught at a Sunday school; he went in as a 4 *d.* man, and was there a fortnight when he was raised over those who had been there from the first, to preferenship; and a week or two after they had to pay a considerable sum of money for his awkwardness in hurting a lighterman.

13815. You think the position of a preference man is given arbitrarily?

It is given through nothing but favour; I have been there two years and two months, and I defy any foreman or anyone else to say a word against my character, and never has a word been said to me about preference; and other men the same.

13816. Supposing the preference men were selected on account of their superior workmanship and the length of time they have been employed by the dock, would you consider it unfair that they should be better treated than a man who comes in casually?

I would not consider it fair that a man who has been any length of time in the company, simply because he has been any length of time in the company, should be better treated if he only does the same work; if he does superior work let him have superior pay for it.

13817. You do not think he earns any right by long service?

No.

13818. You say you were not born in London; might I ask where?

I was born the other side of St. George's Channel, Ireland.

13819. Have you been in London long?

Thirty-five years in England altogether.

13820. And in London?

In London, I suppose, about 30 years of that time has been spent.

13821. You came to London when you were about 10 years old?

When I was about five years old; I have been altogether about five years out of London.

The Witness is directed to withdraw.

22nd November 1888.

MR. GEORGE ANDREW BRAND, is called in ; and, having been sworn, is Examined, as follows :

13822. *Chairman.*] WHAT is your business ?

I am the chief clerk to Gray, Dawes & Co., the agents in London for the British India Steam Navigation Company.

13823. Can you tell us where their ships are discharged ?

All in the Albert Dock ; we have certain ships that go to Butler's Wharf.

13824. Otherwise all in the Albert Dock ?

Yes ; we have had one in Millwall ; that is all.

13825. Do you know what the Company pay to the Dock Company for discharging a ship ?

Yes ; we pay on an average a shilling to two-and-sixpence, and a little over for some goods ; it is a sliding scale. I have got the rate-book, if your Lordships would like to see it.

13826. Will you get it, please ? (*The Witness produces it.*)

13827. Are the various charges all put together for the docking and dock dues and discharging, and so on ?

No.

13828. They are all kept entirely separte ?

Yes ; it is made up in a *pro rata* form ; it ranges from 1s. 2d. to 2s. 6d. (*handing in the rate-book to the Chairman*). It is the London and St. Katharine's Dock rates on shipping, Class A.

13829. The Ship-owning Company, I suppose, is directly responsible to the Dock Company ?

No, the Dock Company are directly responsible to us.

13830. What do you mean ?

We employ the Dock Company ; they do not employ us.

13831. You employ the Dock Company ?

Yes, we are bound to do so ; we are not allowed to do our own labour.

13832. Would you prefer doing your own labour ?

Yes, a great deal. Of course outwards we do do our own business ; but in regard to the inward business the Dock Company insist upon doing it themselves. Whether they are right or wrong is another matter ; but they do insist, and we have to pay in accordance with those rates for the work they do. They contract with the piece-worker ; I think it is at 10d. a ton, for discharging the ship, and they have another contract for passing it over the quay.

13833. Just tell me the various charges that you have to meet in coming into the dock ?

When there was a competition between Tilbury and the Albert Dock we had to pay only 6d. a ton dues.

13834. I want first of all the various charges for making use of the dock ; what is the first ?

The dues.

13835. First, the dock dues ?

Yes.

13836. And then ?

Discharging rate.

13837. And that is all ?

No ; passing over the quay rate ; that is for those goods in the case of which, for our own convenience, instead of passing the goods over the side of the ship,
as

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Mr. BRAND.

[Continued.]

as the old custom was, into a lighter, we put them on to the quay, because it is quicker.

13838. For this discharging the dock company charge you a certain rate per ton?

So much per ton, according to the goods; and for passing over the quay it is the same thing, only it is a different proportion rather.

13839. Then you say that they put the discharging out to a contractor?
Yes.

13840. But at a lesser sum?

Yes; they have got to make a profit, I suppose.

13841. And you would prefer, if you could, to do that yourselves?

Yes. The reason I would prefer to do it myself is that I would get rather a better class of labourer to do it. These dock labourers, you have no idea of the class of men they are. I have heard these chaps in here talking about men who are pushers. We want a man who can fight to keep them in order, and who would fight if the need were.

13842. If you could, you say you would prefer to get your own labour; where would you get it from?

I should get my own ganger as we do in the stevedoring business, and I should draw my labour, but I should pick it; I should not take Dick, Tom, and Harry, or whoever might be inclined to come, if he were not a suitable man.

13843. In some cases we are told that ships are discharged by the masters of the ships or brokers?

Yes, we have discharged our ships at the Millwall Dock.

13844. But then had you to get the labour from the dock company?
No; we contracted with a man to do it.

13845. We had it in evidence that when the ship is discharged by the master or the broker the dock master insists on his getting the labour for it?

That is true in the Albert Dock, but I do not think it would pay the master of the ship to do it himself. With regard to that evidence about Butler's Wharf employing so many more men to do the work than the London Dock, that is all untrue, because I have had ships in both lately.

13846. Are you alluding to the evidence where a witness compared a ship discharging at that dock and a ship discharging at the wharf?

Yes.

13847. How do you know it was Butler's Wharf?

He said it was Butler's Wharf. We were using Butler's Wharf ourselves, and are using it at this moment.

13848. I do not think he said that the vessel he spoke of was discharging at Butler's Wharf; but assuming that to be the case, you say that what the witness said is not correct?

No, he has mixed up two things. Butler's Wharf does the two businesses, shipworking, and also they are large warehouse people.

13849. Do you know what ship the man was alluding to?
No.

13850. And yet you wish to say that what he said about it is not true?

Because in our own case, where we have had four boats at Butler's Wharf, we had, within three men, the same amount as we had at the Albert Dock.

13851. We will get that evidence from the witnesses themselves. I suppose we may assume that the business is generally conducted as far as the shipowners are concerned in the way in which your firm has conducted it, through the dock company?

I can only speak for the Albert Dock; I have had very little experience of any other dock, and I believe there everybody is treated in the same way.

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Mr. BRAND.

[*Continued.*]

13852. *Earl of Aberdeen.*] I understood you to say that the former witness had been mixing up two things, and had thus fallen into error?

Yes. That is why I said it was not correct, because it gave a wrong impression; at least, it did to me.

13853. *Lord Clifford of Chudleigh.*] In the stevedore business you can exercise a complete and efficient control over the men employed?

Yes, and we never use union men; we will not have them; we have had any amount of troubles from strikes of the union men.

13854. You think the bulk of the stevedores are not in the union?

I do not know; but we had some little difficulty at first in getting out of union men; but we will not use them, we will not have them; and when we had union men there were accidents and one thing and another; and we find we work much more satisfactorily without them. There is one point I should like to mention. There was some mention made of the man who stood at the coamings of the hatch on the ship; it is a point which particularly refers to ourselves, and rather casts an aspersion on us. They say that they are weak men, and they are put there although they have to fend off the sets, as we call them, from the side of the ship. The men at those gangways (I am speaking of course of our own ships and from my own knowledge) seldom, if ever, have to touch a set; they are oldish men, and they are put there because the work is light; they very often sit down; they have nothing to do but to stand still and tell the crane man when he is to pull up the set, when he is to let it down, or when he is to stop. I have been now five years at this business, and I have never known an accident happen in the discharging business with the British India; and I believe we do the largest cargo business in London.

13855. *Chairman.*] But you are not responsible for the way the work is done, or for the men that are put at the coamings?

But if I thought they were not fit I would have them out.

13856. I do not understand where your responsibility comes in in the matter, because you do not discharge the ships yourself?

We have our own staff down there who see after it for us.

13857. You employ men to see that the ship is properly worked?

Yes; we have a permanent staff there.

13858. What does it consist of?

I am the head of it, and I have five permanent men who keep going up and down the hold, partly to prevent pilfering, and to report on the stowage; and we have a number of tally clerks whom we take on from our stevedoring department, as we want them, for each ship so many; that is two for a hold.

13859. That is for your own protection?

That is for our own protection.

13860. And you say, that if you saw a ship was being discharged dangerous in a way to the men you would interfere?

Yes, I would stop the ship discharging if necessary; because the dock company cannot do anything that we do not tell them to do on board the ship.

13861. I understand they charge you so much for discharging the ship?

Yes; but they have to do it under our supervision.

13862. Even as to the way in which it is done, in respect to the danger to the men?

Yes; because we have the opportunity in our own hands.

13863. Why should you hold yourselves responsible for that; as a mere act of humanity?

Partially. It does not suit us; we are not on the very best terms with the dock company.

13864. And you would like to bully them, in fact?

I should not object to a little bullying of them if I had the chance.

13865. You say, as a matter of observation, that you do not think improper men

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MR. BRAND.

[Continued.]

men are put at the coamings, and that you never knew an accident happen in your ships?

No.

13866. Do you think that that immunity from accident is due to the fact that you exercise great supervision, and that you would not object to making it a matter of inconvenience to the dock company?

Well, I am bound to say that the dock company do do their work well, though they charge us for it.

13867. Do you think they would do the work honestly if the shipowner had no man to look after it?

Yes, they do the work honestly; but they make us pay through the nose.

13868. You think that you are not an exceptional case in regard to proper care being taken in regard to discharging ships?

I do not think so.

13869. As to this matter of the wharf which you alluded to; the evidence of the witness is to this effect: he was comparing the way in which a ship is discharged at the dock, and the way she would lie at the wharf, and he said that many more men were employed at the wharf than at the ship in the docks, but that they were paid at a less rate of wage; I think you were anxious to tell us that in your experience that is not the case, and that there has been some mistake?

No; that is not my experience, speaking of Butler's Wharf and our own ships.

13870. Perhaps you will tell us what is the difference between discharging at Butler's Wharf and at the dock?

It costs us a great deal less to discharge at Butler's Wharf than it does at the dock.

13871. Why so?

Because we are in the happy position that we can play off Butler's Wharf against the dock.

13872. You mean that the wharf charge you less?

Yes.

13873. But the work is conducted in the same way?

Yes.

13874. It is done by contract at the docks?

And by contract at Butler's Wharf too. It may be that Butler's Wharf are in rather closer communication with their men because they have not the same enormous staff of men to do with; it is impossible for the general manager of a dock to know all his men; it is not impossible for the manager of Butler's Wharf to know all his men; it is rather hard for him to know all his 500, but it is not impossible.

13875. As far as your experience goes ships are discharged in the same way at Butler's Wharf as at the docks?

Yes, except that I get it done cheaper at the wharf; but then I have not exactly the same facilities; but then I do not want them.

The Witness is directed to withdraw.

COLONEL DU PLAT TAYLOR, is called in; and having been sworn, is
Examined as follows:

13876. *Chairman.*] WHAT is your position?

I am secretary and manager of the East and West India Dock Company.

13877. You want to say something first, I believe, about some evidence which was given. I will ask you two or three questions afterwards?

(50.)

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I asked

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Colonel DU PLAT TAYLOR.

[Continued.]

I asked permission to attend here to-day to correct a statement made on Tuesday by Mr. Tillett; I saw Mr. Tillett and Mr. Montagu, the Member——

13878. Where is the passage; do you know the number of the answer?
No.

13879. It is the answer to Question 12827 that I think you are alluding to, in which Mr. Tillett says, speaking in reference to competition, "It is severe all round; and the average dock labourer is reckoned so cheap that Colonel Du Plat Taylor of the East and West India Dock Company said that he could get as many as he required for 2*d.* an hour"?

Yes; I have come here especially to say that I have never made such a statement as that; and perhaps your Lordship will allow me to say under what circumstances the question of twopence was mentioned to Mr. Tillett. Mr. Tillett, ever since I gave him the interview, has been circulating handbills, in which this statement is made, and now it has been repeated. I had not thought it worth while to take any notice of it; but he having made this statement before this Committee on oath, I thought it right to attend here and say that no such statement ever was made. About three weeks ago Mr. Tillett, accompanied by Mr. Montague, the Member of Parliament, called on me, representing a deputation of dock labourers, and the conversation was carried on in my room in the presence of two of the superintendents, who will give you their evidence by-and-bye. In the course of conversation I explained to Mr. Montagu, who evidently was not aware of it, the treatment that dock labourers had in the West India Dock; that I had always had great sympathy with dock labourers; that my first act, after my appointment as manager, was to erect a shelter for them, and I started a soup kitchen where we provided excellent food for these men; and then last year when, as we all know, there was great trouble and great distress in the East End, I was urged to recommend my board to reduce the pay of the labourers (this was all said in the presence of Mr. Tillett), and I told Mr. Montagu that I had declined to make any such recommendation, and that I had answered these persons who have made these propositions to me, that I thought the dock labourers, whether in bad times or in good times, should have a fair wage, and I declined to make any proposition that the then running wages should be reduced. I said, however, that the need of the people in the East End was so great that I felt sure that if such a step had been taken as to offer lower wages men no doubt would have been anxious to work for 2*d.* an hour; but that I had always declined to make any alteration, though at that time there was great abundance of labour, and no doubt it would have been possible to have somewhat reduced the pay. Mr. Tillett left my room, and within 12 hours after that handbills were sent round containing words to the effect of the statement which you have had made to you by Mr. Tillett on oath, which I entirely deny. I never made such a statement, and never should have dreamt of making such a statement.

13880. I do not quite see that the statement of Mr. Tillett is at variance with what you say, in the way you seem to suppose; as I understand from you, what you say is this: that it was suggested to you last year that you ought to reduce the rate of wages, and that you refused to do so?

Yes.

13881. But that so great was the demand for employment in the East of London that you had no doubt that men could be got to work at twopence an hour?

If such a step had ever been contemplated or thought of——

13882. "He said that he could get as many as he required for 2*d.* an hour." That is Mr. Tillett's evidence about you?

I think Mr. Tillett clearly refers to the statement I made as to the possibility of getting labour at 2*d.* an hour; it never would have occurred to me to offer such a wage to the men, and certainly the Dock Company would never have dreamt of doing so.

13883. I think you assume that Mr. Tillett meant that you said that as a kind of threat?

If

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Colonel DU PLAT TAYLOR.

[*Continued.*]

If your Lordship would not mind reading over these handbills you will see it is very clear that that is the idea conveyed.

13884. You come forward to deny the accuracy of this statement, but as I said, I do not see that it is inaccurate; you may assume that Mr. Tillett meant more than he says here; but what he says here is that you stated that you could get as many men as you wanted for 2 *d.* an hour; which I think you admit to be true?

I said that the distress was so great that if any employer would care to have men at that rate, no doubt they could have been got.

13885. What I understand from you is that what you did say was that you had no doubt that men could be obtained at 2 *d.* an hour, but that you did not mean to say that in any way as a threat?

No, most distinctly not.

13886. And did not mean that you would be induced under any circumstances to take men on at such a rate of wage; and that on the contrary you refused to do so?

I meant it in a contrary sense; though the labour was so very abundant I said that on no condition whatever would I think of reducing their wages or recommend it; that I could only recommend that the wage should be kept at the regular wage of the dock; and that it is an entire perversion to make the statement that Mr. Tillett has made to-day, and in those handbills. I said we never would dream of increasing it.

13887. What was the rate of wages?

Five pence per hour.

13888. How long have you been secretary?

Eighteen years.

13889. Has the rate varied very much during that time?

It was 4 *d.* an hour when first I was appointed, and was raised to 5 *d.* about 15 years ago.

13890. And 5 *d.* is the rate now?

Five pence is the rate now; that is the minimum rate; the men receive plus, and in most cases earn more than that.

13891. You would be able to give us evidence as to the general conduct of the business of the dock?

I have asked the superintendents of the dock to attend here for the purpose of giving that. I should be perfectly willing to do it myself, but my time is very much occupied, and those gentlemen being directly in contact with the men would give it more satisfactorily to your Lordships than I could.

13892. Is the work done by contract?

No, not as a rule, through the system which has been explained as the dock system.

13893. The company system, as it has been called here?

Yes.

13894. None of it is done by contract?

In very rare cases. If we have a cargo of rice we may make a contract with one of our foremen to discharge it; but the usual principle is the one that was described by Mr. Tillett.

13895. The statement made about there being no liability in case of accident could not refer to you?

No.

13896. You would hold yourselves responsible?

Certainly.

13897. As to the management of the business of the company, you say you think that the superintendents could give the Committee better information than you can?

(50.)

F F 2

I think

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Colonel DU PLAT TAYLOR.

[Continued.]

I think so; at the same time I should be perfectly willing to attend here, and I hope I have made my meaning quite clear to your Lordships. I have come specially to say that I never had such an idea as the 2*d.* an hour; it never was meant for one moment; it was a most perverted statement, and it is a great pity that Mr. Tillett should have circulated it all over the East End.

13898. Earl of *Aberdeen*.] You have explained to us very distinctly that though you used the expression that this is based on, it was not used by you in the sense in which it was interpreted?

That is so.

13899. But can you conceive that it may be possible that Mr. Tillett, or others there, might have misunderstood the statement?

Quite impossible; two gentlemen who are here were present; and, probably, Mr. Montagu also, if he were asked, would explain it in the same way.

13900. The remark was significant, was it not, as showing how very cheap the dock labour could be obtained?

As illustrating that, last year labour was so very abundant that it might have been got cheaper than the ruling wage of the time, but that we declined to make any reduction.

13901. But even during an ordinary winter, no doubt, you could get men at less than the average wage?

No doubt it might be possible, but most undesirable.

13902. But would it not be obvious to any observer that you did not contemplate any reduction?

Certainly.

13903. Because you did not make it?

We made no reduction.

13904. Would not the fact that you spoke of the conceivable possibility of 2*d.* an hour being sufficient, and at the same time made no reduction, be sufficient to show that you were only using the expression by way of illustration, and not by way of menace?

Most decidedly.

13905. Even so, might not the remark be misinterpreted; I do not say reasonably misinterpreted, but without an intentional misinterpretation; might there not be a misunderstanding?

Having regard to the context, and what I said before, I do not see how he could have misunderstood.

13906. Were any expostulations communicated to Mr. Tillett afterwards?

No; it was not thought worth while to make any such.

13907. Might it not have had the desired effect if you had communicated with him, saying that a misunderstanding might cause unnecessary ill-feeling?

It was not thought necessary. It is only in the last few days that these handbills have been circulated so widely, and till Mr. Tillett came here and made his statement, I thought it quite unnecessary to take any notice of it.

13908. *Chairman*.] Do you put in this handbill which you have handed to me?

If you will allow me.

13909. I see it says: "Colonel Du Plat Taylor taunts you with willingness to toil for 2*d.* an hour"?

Yes.

13910. I think it is a great pity, of course, that there was any misunderstanding in the matter, but I am bound to say, at the same time, that I can easily understand that the misunderstanding might arise, although you had no intention, but merely to mention the fact, as illustrating the demand for labour; that labour could be got for 2*d.* an hour; you did not intend anybody to infer that you would employ anybody at that price, but it is conceivable that that might be misunderstood?

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Colonel DU PLAT TAYLOR.

[Continued.]

The conversation lasted half an hour; and the whole tenour of the conversation must have proved to Mr. Tillet that we had no idea of such a thing; the labour was very abundant last year, but we had no intention whatever of such a thing.

13911. Why did you have this interview?

Mr. Montagu and Mr. Tillet came up as representing a certain number of men on strike at Tilbury, and I was very glad to see them; it was a friendly conversation, and anything that was said should certainly not have been made use of in the way that it was made use of.

The Witness is directed to withdraw.

MR. BENJAMIN TILLET, having been re-called; is further Examined, as follows.

13912. *Chairman*] Is that your handbill (*handing the handbill to the Witness*)?

No.

13913. By whom was that circulated; do you know?

It was printed in my absence and without my sanction.

13914. Do you mean printed by your society?

No; it was not printed by our society, but by a friend of ours who has helped us while the strike has been on.

13915. And you mean to say you were not aware of that handbill?

I have seen one before; but they were all out before I could say anything; and that is the reason of my asking whether it was my handbill or not.

13916. And you do not consider yourself responsible for the statement made there?

No; I do not consider myself responsible for that.

13917. Then I will ask you another question on that. Did you make known in any way, or endeavour to make it known that Colonel Du Plat Taylor proposed that the labourers should be taken on at 2*d.* an hour, or thought of doing that?

I have never tried to make it known that he proposed it; only that was the covert threat held out to us. I was speaking on behalf of the men, and about the cheap rate they had to work at; I was saying that it was quite unfair to the men; and the Colonel in answer to that, said that it was quite possible for him, with the distress around, to employ labour at 2*d.* an hour. Now I ask whether it is not fair to say in view of our going to ask for a rise that that was held out as a kind of threat to us, that if possible we could be forced to work for 2*d.* an hour.

13918. But at the same time you understood from Colonel Du Plat Taylor that he had resisted an appeal to lower the rate of wages; that he did not intend to do so?

That came afterwards; but you see that that is in part untruthful. It has been presumed by the Colonel that the inhabitants or the employers of labour round Grays made a petition to their company to lower the rate of pay to the level of the men who are employing others in the cement manufacture, and the docks have done so; inasmuch as when the docks first started it was 5*d.* an hour, and they have lowered their wages 20 per cent.; and the men, now the revised list has come out, have asked for an increase in their pay.

13919. We will not go into all this; but I understand from you in the first place that you do not hold yourself responsible for that handbill at all?

No.

13920. And in the second place, though Colonel Du Plat Taylor told you, or

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Mr. TILLET.

[Continued.]

said in a conversation at which you were present, that he did not intend to lower the rate of wages, you thought that the mere fact of his mentioning that he could obtain labour for 2*d.* an hour, showed that it was something in the nature of a threat?

Yes

13921. That is the interpretation you put upon it?

Yes; that was the only construction we could put upon it.

13922. At all events it was the only construction you did upon it?

Yes.

The Witness is directed to withdraw.

Ordered, That this Committee be adjourned to Tuesday next,
Eleven o'clock.

Die Martis, 27° Novembris, 1888.

L O R D S P R E S E N T :

The Lord Archbishop of CANTERBURY.

Earl of DERBY.

Earl of ONSLOW.

Viscount GORDON (*Earl of Aberdeen*).

Lord CLIFFORD OF CHUDLEIGH.

Lord FOXFORD (*Earl of Limerick*).

Lord KENRY (*Earl of Dunraven and Mount-Earl*).

Lord SANDHURST.

Lord MONKSWELL.

Lord THRING.

LORD KENRY (EARL OF DUNRAVEN AND MOUNT-EARL), IN THE CHAIR.

MR. BENJAMIN TILLET, having been re-called; is further Examined, as follows:

13923. *Chairman.*] I WANT to call your attention to some evidence that was given by Mr. Gray the other day, as he is not here himself, and to ask you whether you agree with it or not; it is at Question 13726; Mr. Gray says: "Now, in the Albert Dock, just to give an instance of the difference between contract work and companies' work, three months ago it must be, I worked on a tea ship there, and I was on the quay; the contractor on the quay employed for this tea ship had, as near as possible, from 50 to 60 men; that was the total number of the men he had on the quay. That was worked on the contract system. If that ship had been in the South-west India Dock or the West India Dock, they would have employed at least three or four times as many. I have worked in the South-west India Dock upon the ships, and it has been a common thing to employ from 200 to 300 men; I have seen 300 men employed on the quay; I have been one myself"; that is to say, that whereas in the one case 50 or 60 men were employed upon the quay, in the other case 300 men were employed upon the quay; do you agree with that?

No. There is very little difference between the employment in the two cases; both dock companies try and get their work done as cheaply as they possibly can, and there is very little difference between the East and West India Dock and the contractors at the Albert. I have elicited from Mr. Gray, after we met on Thursday last, that he intended to convey an idea that it was on the ship and the quay; I told him he distinctly said that it was only on the quay that 300 men were employed, and compared with the 60 at the Albert Dock, that was rather out of the way; I asked him at the same time to be here to-day; he promised that he would be, if he had not work.

13924. If what Mr. Gray intended to convey was that in the one case 50 or 60 men were employed upon the quay, and in the other case 300 men were employed on the ship and the quay, do you think that that would be very likely correct?

No, I should say that it would be under 200 at the outside.

13925. On the ship and the quay?
On the ship and the quay.

13926. At any rate it is your impression that he did not intend us to understand that in one case 60 men were employed on the quay, and in the other case 300 men were employed on the quay?

That is my impression.

(50.)

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13927. But

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Mr. TILLET.

[Continued.]

13927. But what he meant us to understand was that in the second case 300 men were employed on both ship and quay?

Yes, on both ship and quay.

13928. Then there is one question I want to ask you on your own evidence. In answer to Question 12574 you were speaking of contract work?

Yes.

13929. And the question is "Then how would he" (that is the contractor) pay the men; so much a ton?" You say "No, he pays the men in some instances, 5 *d.* an hour; in other instances 6 *d.* an hour." Then I asked, "He pays them by time?" You say "Yes." I do not clearly understand what you say about his paying them by time; is that the ordinary way in the case of a contract?

The man I meant in this case was the first contractor paying the 5 *d.* and the 6 *d.*; in other cases it is very often taken between the men, and it will show you that he did not mean that, if I mention that last Friday in the Millwall Docks five men worked from 9 o'clock in the morning till 6 o'clock in the afternoon and earned 6 *s.* between them. It was the first contractor, I meant, who pays his money.

13930. You were referring in that answer to the first contractor?

Yes.

13931. Not to the last contractor?

No.

13932. Then how does the last contractor pay the men?

The last contractor in the Millwall Dock pays them as I have just named. The men take a job on, and there may be five, or six, or 20, whatever it may be, and the amount of money that is earned is shared between them. The sub-contractor, the one who takes the piece-work, of course gets as much as he can for himself; but it is very seldom that he is able to get very much.

13933. I mean does he pay the men so much an hour, or so much a ton? So much a ton for the work that is done.

13934. That is the last contractor?

Yes.

13935. I want to call your attention to what was said in reply to Question 12638; you were speaking about the East and West India Docks, and you speak throughout that answer about contracts; is all the work done by contract in the East and West India Docks on the wood quay?

It is not done now, it has been done. "That is all we require," was my answer to Question 12638; and I went on to say, "With regard to the contract that is given out, there is no money signed for it, and in the East and West India Dock, on the wood quay the work of discharging and unloading vessels that are laden with wood used to be given out to contract; it was supposed to be 1 *s.* 3 *d.* a ton, but there was no money signed for; the bogus contractor had no means of ascertaining what amount of work had been done." I went there into another subject; but "That is all that we require," is the answer to that Question 12638.

13936. Then you started into another subject?

Yes.

13937. Then you describe how the work used to be done in the East and West India Docks?

Yes.

13938. But it is not done in that way now?

No.

13939. It is done by piece work, task work?

The men have it time work. They are in gangs now; the gangs are larger, and they are not working for this "plus," that is supposed to be held out to them; there is no idea of task work or piece work now on the wood quay.

13940. Then

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MR. TILLET.

[Continued.]

13940. Then I am to understand from you that in the answers you gave to Questions 12639, 12640, 12641, and 12642 you were referring to a state of things that is past?

Yes, on the wood quay.

13941. Then at Question 12643 I asked you: "If I understand you, a man takes a contract to unload a ship at a certain price?" and you say "When a vessel comes in, and the contract is given to him, the manager calls him into his office, and he tells him that there is a certain amount of work to be done, and he tells the same man to go and get his gang, and they are set to work; and that is all the contractor knows," is that what occurs now?

Yes, that is what occurs now.

13942. Then why do you call that man a contractor?

He calls himself a piece worker, but they usually go by the term of contractors. This man is really a foreman; but it is a kind of contract, that if he gets the work done by a certain number of men and under a certain price with them, he has a kind of bonus or "plus."

13943. But he is not a contractor in the sense that he takes over a piece of work entirely, and makes what he can out of it for himself?

No; there is one question I should like to clear up, viz., No. 12580.

13944. That question is: "How is the rate of wages settled that the men are to receive; is there a regular statement of prices?" and you say "No. At one dock the company gives 4*d.* an hour, at another dock the price 5*d.*, and at another 6*d.*"?

I meant that at the docks where 6*d.* an hour was given, that was from the contractor.

13945. And how with regard to the 4*d.* and 5*d.*?

At the Tilbury Docks 4*d.* an hour is given; at the East and West India Docks 5*d.* an hour is given; but at the London and St. Katharine's, the Victoria and the Albert Docks, those who work under the contractors receive 6*d.* an hour; there is no company that gives 6*d.* an hour.

The Witness is directed to withdraw.

COLONEL DU PLAT TAYLOR, C.B., having been re-called, is further Examined, as follows:

13946. *Chairman.*] Did you tell the Committee the other day what docks you were connected with?

The East and West India Docks, which embraces the new Tilbury Docks.

13947. The East and West India Dock and the Tilbury Dock?

Yes.

13948. And you are the Secretary?
And General Manager.

13949. How long have you occupied that position?
Eighteen years.

13950. Is the system of employing labour the same in these three docks?
Yes, entirely.

13951. And how do you describe that system?

I think it has been correctly described by Mr. Tillett already, as a system of piece-work. Rates for the discharge of various classes of cargo are laid down; the men get the whole benefit of the produce of those rates, and we act, as it were, as the accountants, and pay over the whole sum which has been earned. We have no contractors in our docks.

(50.)

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13952. It

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Colonel DU PLAT TAYLOR, C.B.

[Continued.]

13952. It is a mixture, is it not, of task work and time work?

Yes

13953. That is to say, you pay the men a certain rate per hour?

Yes, which is the minimum rate; and they receive that, whether they have earned it by reason of these rates or not. No man leaves the dock gate without getting paid at the rate of 5 *d.* per hour.

13954. They are paid at a certain rate per hour; and then you enter into a calculation as to the amount of work that has to be done?

Yes.

13955. And if more than that work is done, what happens?

They receive so much per ton for discharging various classes of cargo; different rates for the different classes of cargo to be discharged. If by working actively they earn more than the 5 *d.* an hour they do get the 5 *d.* an hour, but they never get less.

13956. And if they earn more, what then?

That is called "plus," which has been already described. There are slates at each warehouse office upon which is chalked up the plus which has been earned by the men during the day, by reason of these special rates; and that is divided between the men employed on that particular job.

13957. Would you tell us how you calculate the plus?

If your Lordship would not mind, I would rather leave that for the superintendent, who will be here, and who is responsible for that detail.

13958. The superintendent will speak better about that?

Yes.

13959. Can you tell us the number of the various officers that there are in the docks under you?

It is a very long list; but, generally, the head official at the docks is a superintendent; under him are the warehouse keepers.

13960. That you say is "generally" the case?

It varies a little in the different docks, but that is the general system. I am the principal executive officer; under me are the superintendents; there is one superintendent for the West India Dock system, which embraces the two West India Docks and the South Dock; there is a superintendent for the East India Dock, and there is a superintendent for the Tilbury Dock.

13961. Then, under the superintendents, who would come?

Under the superintendents are the warehouse keepers; each warehouse, or series of warehouses, is under the control of a warehouse keeper, and he again is assisted by assistant warehouse keepers; and after that come the clerks; then, in what is called the minor establishment, we have foremen. We divide our staff into major establishment and minor establishment. All the major establishment are on monthly wages, and the minor establishment on weekly wages.

13962. The major establishment is what you have just been speaking of; but the foremen are on the minor establishment?

Yes.

13963. And what is the minor establishment?

Foremen, assistant foremen, samplers, and various other smaller grades, to carry out the business of the dock. Then the dockmaster, who has been mentioned before, is under the superintendent, but he has nothing to do with the discharge of ships; he has merely to look after the mooring of the vessels and the docking and undocking. He is assisted by assistant dockmasters; and beyond that we have our police, who are independent of the superintendents, and are only responsible to me.

13964. Quay masters have been spoken of?

We have no such rank with us; we call them deputies on the quay.

13965. What

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Colonel DU PLAT TAYLOR, C.B.

[Continued.]

13965. What are the duties of a warehouse-keeper?

Every kind of work in connection with a warehouse is under his control, including the quay; he has to see after the discharging of the ships, the housing and the delivery of the goods either to carts or to barges; he has complete control of the staff, always under the superintendent.

13966. Would he have anything to do with the discharging of cargo?

Yes, everything; all the work which comes to that particular department; the work of discharging the cargo and housing the goods is under his control. But there is another branch of our business, the export department; that is again under another class of officers

13967. What would that be for?

That is for the loading of vessels.

13968. That would not be done by what are commonly called dock labourers, would it?

To a certain extent it is. In every shed where the goods are received for taking on board ship we have three or four men for unloading the waggons, and stacking the goods. The loading of the ships is done by stevedores, who are employed by the ship. I was mentioning just now that beyond these there is the police, an independent organisation, responsible only to me. But if your Lordships will allow me I should like to put in a complete list of our staff; it is a very long list, much longer than I could explain in an answer now.

13969. We shall be glad to have it. Is most of the labour which you employ what may be called permanent labour?

Our permanent staff consists of about 2,000 men.

13970. In the four docks?

In the four docks. Besides the docks we also have warehouses in London where also we employ extra labourers and permanent labourers in the same way.

13971. We had better confine ourselves at present to the docks. The permanent staff is about 2,000 men, you say?

Yes; the permanent staff is about 2,000 men.

13972. I was referring rather to permanent labour; what we have heard called "royals," and preference men?

Those are not really permanent labourers; the "royals" are picked men; exceptionally good men, who come in and ask for labour like everybody else; but they are the first men taken. For instance, in discharging a sugar cargo it is really skilled labour that is required; it is a very difficult, dangerous operation, and we have these "royals," as they call them at the docks, who are taken on before other extra men would be employed.

13973. As I understand you then, you have no labour permanently employed?

Yes, we have, but they are selected men that we take on by the year, and they are under agreement with us to serve for a year.

13974. And what do you call them?

Permanent labourers.

13975. What kind of work do they do?

The same kind of work as the extra men; but they are a nucleus employed as leading men in the discharging of ships, and on the quay work.

13976. You employ them under agreement by the year, you say?

Yes; they are on fixed wages; but they also share in "plus" in the same way, when they are under contract, that the extra men do.

13977. What would their rate of wages be?

It ranges for the higher class from 30 s. to 20 s.

13978. Thirty shillings to 20 s. a week, all the year round?

Yes.

(50.)

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13979. And

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Colonel DU PLAT TAYLOR, C.B.

[Continued.]

13979. And would they share in the "plus"?

Yes; in the same way that the extra men do.

13980. Are they employed as working themselves, or as superintendents?

Some superintend, and some work in the same way that the extra men do.

13981. What would be the number of these men?

I suppose we have about 300 men now in all our docks.

13982. Three hundred men in the four docks?

Yes.

13983. Then next to them would come the extra labourers that you would prefer?

Yes.

13984. And you say that they are preferred on account of superior skill?

Yes.

13985. They would get the first chance of work?

Yes.

13986. After that would come what have been called the casual men?

The extra labourers.

13987. And you say these casual hands, and the preferred extra hands, and your permanent labourers, all do the same kind of work?

Yes.

13988. Do you mean that the permanent men, or the preference men, would not get easier work, would not get the choice of work?

No, certainly not. For instance, in the discharge of a ship there would probably be half a dozen of the permanent hands, and the rest would be made up of casual hands.

13989. You spoke about the police; how many police do you employ?

Two hundred men in the four docks.

13990. Why do you require so many?

We are responsible for all the gates, and responsible to the Customs that nothing is taken out of the dock which is dutiable, or which a Customs pass has not been obtained. At the Tilbury Dock we have about five gates; at the East India Dock three gates; at the West India Dock five gates also; each one of these gates has to be manned by the policemen, who also patrol the docks day and night. They also act as a fire brigade.

13991. We have had evidence as to the great competition to get work, and the crushing at the gates; is that the case in your experience?

I think it was mentioned here that the system we have is different from the other docks. We have these high desks where the foreman, who is authorised to take on men, places himself, and picks out men from the crowd below. Then our approaches are very much more convenient than is the case in the other docks; we have a larger space; and in the West India Dock we let the men inside an outer wall and gate, so that the crushing which is experienced at the entrance to some other docks does not exist in our system of docks.

13992. There must be some crowding, I suppose?

To some extent. Whenever I have been there there has been no unusual crush that I have seen.

13993. How do the foremen select the men they want?

I assume that they know the men on whom they can depend, and who are the most useful men to have.

13994. That is a matter left in the hands of the foremen?

Yes.

13995. And are tickets given out?

No.

13996. The

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[Continued.]

13996. The foreman simply stands there and calls the men he wants?

Yes; he calls the men he wants.

13997. Have you ever had any complaints made to you about favoritism or bribery, men having to bribe the foremen to take them on?

Very rarely; perhaps once a year I receive an anonymous letter from some labourer to say that he has been passed over; and I have most particular inquiry made into all these matters, and any foreman detected in that would certainly be dismissed at once.

13998. To whom would the men complain?

The proper person to complain to would be the superintendent; but they generally address me, and I forward the letter to the superintendent for inquiry.

13999. They have never complained to you in person?

No; but their complaints are very rare indeed.

14000. Have you any idea why a man should write anonymously to make such a complaint?

I suppose he has an idea that if he makes a complaint he might be noted by the foreman, and not get his regular turn of work.

14001. And is not that likely to be true?

No, certainly not; we should not allow any such reason to prevent a man from getting work.

14002. How could you prevent that?

If he complained, and the case were actually proved against the foreman, then the foreman who refused to take him on would be punished. But in our regulations the men are invited to make complaints; and it is every man's right to come to me or the superintendent to make a complaint; and the superintendent is always there ready to listen to any complaint, and have it rectified at once.

14003. Do you think you can possibly have such control over the foreman as to prevent a foreman, practically, excluding a man from getting work, if he is disposed to exclude him?

Of course, if it is not brought under notice, we cannot.

14004. But, I mean, if it is brought under notice?

Most distinctly; we have the greatest possible control over these men, and they certainly would be punished if such a case were proved against them.

14005. I assume that if a man makes complaint to you of a foreman, that he has been obliged to bribe the foreman in some way in order to get work, naturally the man would get into the bad graces of the foreman for doing so; I want to know whether you would have such control over the foreman as to prevent his practically punishing the men for having complained?

Most distinctly.

14006. In what way?

If a case were actually proved against the foreman he would be at once removed from his position.

14007. But a case of that kind might very likely be somewhat doubtful?

The matter would certainly be most thoroughly investigated, and probably the foreman would be reduced to a lower grade, short of being dismissed.

14008. But if you sustained the foreman and did not discharge him, then the man would practically lose his chance of work?

We should not sustain the foreman unless we were quite satisfied that he was in the right.

14009. Practically, if a man made such a complaint, and he substantiated his complaint, you think he would be safe?

Most certainly.

(50.)

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14010. If

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[Continued.]

14010. If he did not substantiate his complaint he certainly would not be safe?

Yes.

14011. Does not that make the men very unwilling to complain?

I really do not see in what other way the matter could be dealt with. He has the right of coming to me or the superintendent and bringing forward any evidence he can bring forward, and the thing is most thoroughly sifted and inquired into. I should like to say again, with regard to the place where the men are taken on at our docks, that we have erected shelters for these men.

14012. Sheds, you mean?

Yes, sheds where they can stay all day long; and at the present time we are enlarging the shelter at the East India Dock, and other conveniences will be provided for the men there.

14013. Practically, I gather from you that you think the men are certain to have perfectly fair play in making complaints against the foreman?

Yes.

14014. And that the foremen are not in such a position as to be able to deprive a man of work, to punish him for making complaints?

I am sure they are not. So far as we can stop it, there is nothing of the kind prevailing in our docks; and I am sure if a man were to complain against a foreman a second time and it were proved against the foreman the second time, he would be dismissed on the spot.

14015. But when you do have complaints they are anonymous?

As a rule; but the superintendents no doubt will be able to say that they have complaints which would not come to me at all, because they are examined on the spot and dealt with. My office being a long way for the men to come to make any complaints, and the superintendent being always in his office, he would be the natural person to carry the complaint to.

14016. The superintendent would not naturally report it to you?

Not if it were a case he could himself deal with.

14017. Unless the case had something peculiar in it?

Yes

14018. Can you say whether there is more competition to get work now than formerly?

No; I do not think so. It varies of course; in hop-picking times there is sometimes even a scarcity of men.

14019. How many hands do you employ at these four docks, do you suppose, outside the permanent men?

It varies enormously; it may be some days 3,000 men, the next day 200; it quite depends on how the ships come in.

14020. Has it always been liable to as great fluctuations as that?

No; in the old days of sailing ships the work was more regular; the vessels came in and were not in a hurry to be discharged. When first I was appointed, 18 years ago, if a West Indiaman of 300 or 400 tons were discharged in a week they thought it very good work; we now have steamers discharging 1,500 tons sugar, and which have to be got out in seven hours; and the samples have to be in the brokers' hands the same day; very often they are working all through the night.

14021. Then you think that the substitution of steam for sail, as a motive power, has been the cause of these sudden rushes of work?

Yes; and also that the steamer has to be discharged in a great hurry.

14022. How do you mean "has to be discharged in a great hurry"?

The owners make it a point that a vessel, the moment she comes alongside, should be discharged with the very greatest expedition, so as to free the ship for dry-docking, and to be put on the loading-berth to go to sea again.

14023. That

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[Continued.]

14023. That is to suit the convenience of the shipowner?
Of the shipowner.

14024. Therefore, to carry on the business as you carry it on now, it is necessary to have a large amount of labour seeking employment?

Well, the work is much more uncertain for the men than it would be in the days of the old sailing ship. A ship may come in in the afternoon, a large steamer, and we should take on 200 or 300 hands, and the work would be finished by the evening; and probably next day there would not be anything for them to do.

14025. That is as I say; in order to carry on the work under the present system it is necessary that there should be large number of men that you may have available whenever you want them?

Yes, employed at one time.

14026. If the competition were not so severe, and there were not so many men seeking for a day's work, you would not carry on the work in that way?

Probably the dock companies could have to employ a larger permanent staff in that case; keep men unemployed for some part of the time in order to have the men available when they wanted them.

14027. But practically if the work was done by the persons you regularly employed, you would not be able to do as you do now. You say that 3,000 men might be employed one day now, and 200 the next: you could not carry on work in that way at all, could you, if there were not a large number of hands out of work?

Those are very extreme cases of course.

14028. You think that the work could be carried on by employing a larger regular number of hands?

Yes, certainly.

The Witness is directed to withdraw.

MR. THOMAS M'CARTHY, is called in; and, having been sworn,
is Examined, as follows:

14029. *Chairman.*] WHAT is your business?
I am a stevedore.

14030. Do you belong to the union?
I am the secretary of the union.

14031. What is your society called?
The Amalgamated Stevedore Society.

14032. Is it confined to the Port of London?
To the Port of London only.

14033. But your members I suppose work in both docks and wharves?
Not in wharves; only in the docks of London, and occasionally on the river.

14034. But in all the docks?
In all the docks.

14035. How many members are there?
One thousand six hundred.

14036. Do you know how many stevedores are employed in the Port of London altogether?

I should say there are between 4,000 and 5,000 seeking work; those above the number of 1,600 are not in our union.

(50.)

G G 4

14037. You

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[Continued.]

14037. You think there are 4,000 or 5,000 altogether in London?
Altogether in London.

14038. Not more than that?

Not more. The number is increasing I might say daily.

14039. How long has your society been in existence?
Since 1872.

14040. What was it started for?

It was started for the purpose of regulating the meal hours, shortening the number of hours worked in the day, and raising the wages.

14041. Just tell us how the stevedoring work is carried on?

Stevedoring work, if you will allow me to describe it, is ship cargo packing, export cargo. We have to handle everything that is sent away as export; and an amount of skill is required in placing the goods where required in the ship; we have to handle fine goods, and rough goods of every description.

14042. You have to do all the stowage?

We have to do all the stowage; do it safely, and at the same time take care that the goods shall not be injured in transit through the motion of the ship.

14043. What I want to find out is how the work of stowing is conducted; do the men work in gangs?

The men work in gangs employed by a foreman stevedore, and he, in his turn, is employed by a stevedore master who contracts at so much per ton from the brokers.

14044. The stevedores deal always with the broker?

The stevedore masters.

14045. They have nothing whatever to do with the Dock Company?

Nothing at all.

14046. A stevedore master contracts with the broker to stow the ship at such and such a price per ton?

Yes.

14047. And that of course would vary according to the cargo?

The price per ton is generally an average of about 1 s. 4 d., and it does not vary much in many cases, because it is taken in the lump. The cargoes from London are, in general, general cargoes, cargoes of everything; and we know according to the port where the ship is going, the kind of stuff we are going to get. Of course some ships are only what is technically called "stiffened" here; that is to say, a ship of 4,000 or 5,000 tons receives perhaps 400 or 500 tons of cargo, enough to carry her round to Liverpool or Glasgow, where she will finish loading; and then she could receive rough stuff such as bag cement or scrap iron, or anything of that kind; but then they are small masters, the contractors, who do this; and I do not think such a high price is paid to them, as for instance, when a ship is going to Melbourne, Adelaide, or Sydney. Only the finest class of goods are carried there.

14048. Is the price always calculated per ton, or is it sometimes calculated by the cubic contents?

It is always calculated per ton; but if the cargo is very heavy it is paid for according to its weight, and if it runs very light then the stevedore master is given measurement. For instance, say a freight of furniture; there may be only 30 tons of furniture; the stevedore master would be paid for 150 tons measurement, or about that.

14049. Then as to the master; does he work himself at all?

No; he claims to be superintendent; but the work is practically left in the hands of the men and the foreman.

14050. Who is responsible; is he responsible to the broker?

He is responsible to the broker,

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[Continued.]

14051. For the proper carrying out of the work ?

Yes ; and there is also a surveyor who surveys, or who is supposed to survey ; but there is not much practical surveying done.

14052. What does the stevedore master do next when he has got this contract ; a stevedore master undertakes to stow such a vessel going out to Adelaide, or anywhere you like, at so much a ton, and what does he do next ?

He appoints a foreman, and then that foreman goes to the dock gates. We will suppose he has to begin a ship to-morrow morning.

14053. How does he pay the foreman ?

One shilling per day more than the men.

14054. Pays him by the time ?

Pays him by the time.

14055. Does the foreman work himself, or does he superintend ?

The foreman works sometimes in a gang when there are not enough of gangs employed that he can superintend. And that reminds me that that puts us in a very peculiar quandary with respect to the Employers' Liability Act, that very thing.

14056. How so ?

Because I think there is a clause in the Act (I remembered it better some time ago ; but the fact almost died out of my mind), called the superintendents clause, and that defines that a superintendent shall be one who does not actually practice as a workman, but who is always a superintendent. Now I may perhaps work to-day with a man alongside of me, working alongside of myself, who, to-morrow, will be a foreman, and have complete charge and control of a ship ; if he directs me to do anything and my life is endangered, or I meet with an accident, the Employers' Liability Act does not give me any compensation for the simple reason that that workman has been working with me as a workman to-day, and is only a superintendent to-morrow ; and by the terms of the Act he is not a superintendent within the meaning of the Act.

14057. How are the men paid ?

Eightpence per hour ; they have a day of nine hours, and get 6 s. for it ; and for overtime 1 s. per hour.

14058. Who pays the men, the stevedore master ?

The stevedore master ; sometimes through a cashier, sometimes through a foreman.

14059. I mean, he is responsible for the payment ?

He is responsible for the payment. There is just another point ; you will pardon me if I wander from the thread of the subject ; but I think that the "Payment of Wages in Public Houses Act" attempts to prevent wages being paid in public houses, and I think that that Act is evaded, or they are getting very near evasion of it. They pay sometimes four, or five, or six men together, and six men or five men are given 1 l. 10 s. in gold, and the men have to go and get change, and the first place they fly to, as the most convenient, is the public house.

14060. You mean that each man is not paid his wages, but that the wages of five or six men are given to one man and he has to go and get change ?

Yes.

14061. And you think that each man ought to be paid his own wages ?

Yes ; each man ought to be paid his own wages. I speak as a total abstainer myself ; and I can assure your Lordship that this causes many men to drink more than they should do. They begin at the public-houses with the drink, and there they stop ; that certainly is not beneficial to their wives and families. We have made complaints of this over and over again in various instances, and promises of amendment have been given us ; but we have no power of enforcing it ; and we do not know what to do, except that this publication of the statement might benefit us.

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14062. As I understand you, there is no sub-contracting in your trade?

There is sub-contracting outside of our union, although we for some time have fought against the system of sub-contract.

14063. I am not speaking about your union, but about the whole trade now; how does this sub-contracting come in? You have told us, as I understand you, that the system is that the stevedore master takes the contract, and then he gets the work done, pays the foreman, and pays the men?

Yes.

14064. Then where does the sub-contracting come in?

The sub contracting comes in in this way, although we have fought against it; I remember now that there have been cases known amongst us of sub-contracting in this wise, that where rough stuff has been sent out, such as chalk and bay cement, the stevedore master has given it to a few men, or given it to one man to get it done quickly. Unless the work is done very quickly the stevedore master does not get what he would think would be a fair profit, and therefore he would give it out by sub-contract to a few men, and they would work at it, and they would divide the profits; and they would get other men to work day work and hurry them on to get this thing done, and so they would be reaping the most part of the profit themselves.

14065. You mean that in some cases the stevedore master finds that it pays him better to sublet his contract than to get it done himself?

Yes.

14066. But if it pays him better in some cases, why does not it pay him better in all cases?

Because of the class of goods.

14067. That is what I want to understand, why it pays him better to sublet it in one class of goods than it does in another?

Suppose he has two cargoes; in one of them he has to take in perhaps a thousand tons of chalk; that chalk will require a very large basket, which will hold 14 or 15 hundredweight, four or five men will get into the craft alongside the ship (a barge it is generally brought in), and it will take them some minutes to shovel it, and of course time is occupied thereby. On the other hand, if he has a fine cargo, case goods for instance, cloths, or cotton, or silks, or anything of that description, or anything that can be got up in handy packages, cases perhaps of nine or ten feet long by four or five feet broad, or something of that kind, it is the easiest thing in the world to put a rope round it, a sling, and having made it fast, put it on to the "runner" as we call it, the overhead gear, and send it up; and it is all done in half a minute. It would take three minutes to send up a chalk set, and one minute to send up a set of fine goods.

14068. Then I understand you, where great speed is necessary, it pays the stevedore master better to sub-contract it?

Yes, that is one reason.

14069. Is that what you mean so far, that where the thing is a rough kind of cargo, where speed is necessary, it pays him better to sub-let it?

At times.

14070. I do not understand why it pays him better; do you mean that he can get the work done quicker?

That is one reason; but another reason is that he simply gets paid dead-weight.

14071. What do you mean?

Suppose there is half-a-ton in the basket, and he is getting 1 s. 4 d. a ton for the stuff, every set that comes up, say every three minutes, he will receive eight pence for; but if he sends up one case, say, to give an idea, a square case measuring four foot by four foot by four foot, that would be about a ton-and-a-half measurement, and he would get 2 s. for that, at 1 s. 4 d. per ton. So you see he would make 2 s. in one minute for one cargo, and eightpence in three minutes for another cargo.

14072. Then

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14072. Then it comes to this, that where his contract is not a very good one for him, and he does not clear much by it, you think it pays him better to sub-let it?

Certainly it pays him better; but it does not pay the men better; they have to work harder.

14073. But I am talking of him; it is to his advantage to sub-let it?
Exactly.

14074. Where his bargain is not a very good one, where his contract is not a very good one for himself, and the whole cargo is of a rough character, like chalk cement or anything of that kind, and where he wants to get it done as quickly as possible he sublets it?

Yes.

14075. Is that common; is it often done I mean?
That is common.

14076. In spite of the efforts of your union?

It is more common outside our union than it is inside; and we have endeavoured on many occasions to catch these men at it, although it is impossible by a superficial glance where the men are working day-work or under the sub-contract system, for the simple reason that all the work now is being done hurriedly, has to be done hurriedly.

14077. Do they pay the men any less on the same rate of wages if it is sub-contracted?

The men who take the sub-contract take it of course at a stated sum per ton.

14078. I mean the men that they employ, do they pay them the same rate of wages?

You mean the sub-contractor. The sub-contractor pays the men the same rate of wages as he receives a day for other cargoes, or easier work or cleaner work, but sometimes there are two or three men who share what is left; and I have known instances where the whole of the men have shared in the sub-contract; but they never to me seemed satisfied, because of the extreme hardship of the work.

14079. They have to work a great deal harder?
Much harder; it is exhausting.

14080. And work longer hours?

Sometimes. It is a common thing at our work to work at any kind of cargo, and to work from 7 o'clock in the morning till 6 o'clock the next morning. I have done it myself over and over again.

14081. You consider a day to be a day of nine hours?
Yes.

14082. Is that including dinner-time?
One hour for dinner-time.

14083. But you often work all day and all night?

Common periods of overtime are seven o'clock, 10 o'clock, and to six o'clock the following morning.

14034. What do you get paid for overtime?
A shilling an hour for overtime.

14085. Were you in this trade before the union was instituted?
No; I have been in the trade now a little over 10 years.

14086. And you know nothing about the condition of the trades before?

Not of the condition before; but I know what the conditions were by being brought up as a child amongst stevedores, and by what the conditions were a few years ago outside our union, and the pay. I know the reasons which brought about the union.

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14087. What did bring about the union? You told us it was to get proper time for meals, and to increase the rate of wages; those were the two objects?

Yes, two of the objects.

14088. How far do you consider that you have succeeded?

We have succeeded in this wise. Before the union was in existence men went to work at six o'clock in the morning, and had half-an-hour for breakfast. If the weather was threatening, sometimes they were kept nearly all day long, until two o'clock and three o'clock, before they got any dinner. I may say that the day's work then was about 12 hours. When six o'clock came in the evening (they began at six or seven o'clock in the morning), especially if it was in wet weather, a large amount of stuff was brought out from the warehouse and put on the quay, and the men were told, "You can do this job and go home"; this took them sometimes an hour-and-a-half to do, working at the highest rate of speed it was possible for them to do. It might be that after the usual time for knocking off there was a large amount of cargo left perhaps in a barge, and necessity demanded that the barge should go away; and therefore some small sum given to the foreman, or the order of the master stevedore, would make him keep the gang there till the barge was finished, no matter if it took one or two hours. The union fought against that and succeeded in overthrowing that system. We had no regular meal times at all.

14089. Then as to the rate of wages?

The rate of wages at one time was, in the winter, 2 s. 7½ d. a day.

14090. And what are they now?

Six shillings.

14091. And in the summer?

In the summer time they are the same now, but at that time they were 3 s. 6 d. Some men who were experts, who were preferred "royals," received 4 s., 4 s. 6 d., and some even 5 s. Now there is one uniform rate.

14092. And do you attribute that also to the action of the union?

Yes, we attribute that also to the action of the union, especially at the time when business was very brisk, after the opening of the Suez Canal. There were at that time, I may say, but a limited number of men applying for stevedore work in London; since then I suppose the attraction of high wages has brought men in from the country in scores.

14093. When you say that it has brought men in from the country in scores, what kind of men do you mean; men who have been working as stevedores in other ports?

No; I only know one man, with the exception of a few sailors who are amongst us, who has worked at stevedoring at any port in England or the British Isles. Sailors may have worked at the trade out in the colonies or abroad, but not in England.

14094. Then what are these men who came in?

These men are mostly men used to the land; agricultural labourers, I presume.

14095. Do not you get a great many men who have been ordinary dock labourers?

A few, but not many.

14096. You think the majority of them are agricultural labourers?

The majority of strangers who come in are made up of agricultural labourers, and especially about the neighbourhood of the Albert and Tilbury Docks, because a few years ago it was all open country.

14097. Does it not require a considerable amount of skill to be a stevedore?

The immediate work of a packer does require an amount of skill; but if two men are what we call inside, literally packing the goods, the men who are bringing the stuff from the open hatchway where it is sent down, do not require so much skill as the men who are actually packing it. At the same time, if these

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these men were skilled men the work would be done more expeditiously, inasmuch as they would know exactly the spot where to put the goods in order that the men packing may take them.

14098. But you call both stevedores?
I call them all stevedores.

14099. Earl of *Limerick*.! Are both paid at the same rate?
Both are paid at the same rate of wages.

14100. *Chairman*.] Some are more skilful than others?
Yes, these men are selected to take charge of what is called "the side."

14101. What regulations or rules have you in your association as regards membership; can a man become a member of your union directly he gets work as a stevedore, or must he work a certain time first?

No; we prefer men who are acquainted with shipping.

14102. Have you got any rule about it?
No; the society is open.

14103. You mean any man who can get work can be a member?
He pays to the society first. Any man who is not a member of another trades union, and who bears a fair character, can become a member of our union.

14104. Whether he knows anything about the business or not?
Whether he knows anything about the business or not; we teach him.

14105. Then you mean he goes to work, and being an unskilled man earns as good wages as the skilled man?
In that sense, yes.

14106. Are the number in your union increasing?
They are stationary, and have been for some time; the admissions of new members are simply enough to cover the death rate.

14107. And the numbers outside, the stevedores outside the union, I gather from you, are increasing?
They are increasing.

14108. Do you mean that they are increasing in proportion to the greater amount of work to be done or in a larger proportion?
In a larger proportion.

14109. I suppose the work is much more irregular now than it used to be?
The work is much more irregular, and there is more competition among master stevedores.

14110. Do you mean that there are more of them?
There are more of them, and they seem to be cutting the price down one against the other; and the consequence is we are being ground between two mill stones.

14111. I suppose there is a great deal more work to be done now than there was 10 years ago?
Yes.

14112. But there are still more persons wanting to do it?
There are more persons wanting to do it; and it is done now with greater dispatch owing to the introduction of machinery, and of course owing to the general facilities for the work that can be done by the aid of machinery.

14113. Do you consider the introduction of machinery to have been harmful or beneficial to the working men?
To working men generally, do you mean?

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14114. In your trade?

If you mean in our individual trade, I suppose if there was no machinery in our trade we would have to take half the population of London to do the work. It is impossible to get along without machinery at the present time; for instance, to load a 5,000-ton ship in a week, you could not do it by manual labour.

14115. In fact the work would be very much more expensive?

In fact I think it would an impossibility; it would be madness to say that we would not have machinery.

14116. Then you do not object to machinery?

I do not object to machinery when the workman receives a share of the additional profits; but I object to competing amongst the stevedores.

14117. That competition, I suppose, is quite natural, and is owing to the fact that there are more master stevedores than there used to be?

There are more master stevedores than there used to be, but it is not a natural competition.

14118. How so?

Because it is the competition of men who are practically unacquainted with the work of superintendence. I presume, in the first place, that a man to be a master stevedore should have a general knowledge of what stevedoring is; but men have come in who have not what I may term a good knowledge of stevedoring; they find out two or three experts, and make foremen of them and give them good wages; perhaps 2*l.* or 3*l.* a week. These men know also other men, and they employ them indiscriminately; they do the work; the man sets up as a master stevedore, and his foreman is practically the stevedore; he cuts down the price to the very lowest margin from the man who has been a stevedore for years, and who knows more about it than himself; and I call that an unnatural competition.

14119. You think that the master stevedore ought to be an experienced man with a technical knowledge of the business?

Certainly.

14120. Whereas you say a class of men are sprung up who know nothing about it?

Yes, men who know nothing at all about it.

14121. And they take the contract and hand it over to somebody else?

Yes. We claim that we have the greatest number of experts at work amongst us, seeing that many of our men have been at work such a number of years; there is only a very small number of unskilled men amongst us, comparatively speaking. The number, I should not think, was above 4 or 5 per cent.

14122. Have you got in your own mind any suggestion as to a remedy for that state of things?

I think if we were brought into immediate contact with shipowners and brokers we could do the work quite as well as the master stevedore, because we know the work thoroughly.

14123. How do you mean "brought into contact with them"?

If we took the contract ourselves.

14124. Then why do not you?

I am willing, but I am afraid that if your Lordship was in my position you would see the difficulty.

14125. That is what I want to find out, what the difficulty is?

The difficulty, I am afraid, is that the men have some fear, or they think that they would lose by it; they cannot see ahead enough.

14126. I understand you have got a pretty good union and association; at any rate one that, according to you, has been strong enough to gain your points as regards

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regards proper meal time, and limiting the number of hours, and increase of wages. Why does not your union object to working for these master stevedores who, you say, are not practical men and are not acquainted with the business?

The old master stevedores, what I may term the men who do know something about the work, many of them have large shares in the shipping companies. The shipping companies are now many of them split up into joint-stock affairs; ships are owned by joint-stock companies; and many of these master stevedores have invested their money in them, and consequently they have a certain amount of influence as to who shall be the master stevedore. If we attempted anything of the kind, our skill would be all right, our intelligence and our ability to carry on the work would be all right; but where would be our influence?

14127. At any rate, I gather from you that you do not think you are strong enough to bring this about yourselves?

Not against the power of invested capital.

14128. But you seem to have an idea that it might be done for you in some way; that is what I want to get at from you; how do you think you could be helped in any way?

Personally, I would accept no help, because I do not believe in giving charity.

14129. I do not mean help in money; I mean help in legislation, or in any kind of way; I do not mean money?

I do not know that legislation could help us; the only thing that would help us would be co-operation, and I think legislation permits co-operation, as far as I know.

14130. That is to say, you think you might do it by your own efforts?

If we formed a fund (it would take some time no doubt) there would certainly be a benefit to shipowners and brokers; inasmuch as a man working for a master at present has not that amount of interest in the careful work that he would have if he were practically his own employer; and the valuable character of the goods passing under our hands must be known to everyone who is acquainted with English exports; and there would be less temptation to a man to plunder, or to use the technical term given to it, sent to "broach" any of the cargo, if he knew that he himself would be responsible; and that would be a guarantee both for safe stowage and for safe carriage too.

14131. How do you settle the rate of wages, or how is the rate of wages settled in your trade; you say the men get so much an hour; how is that settled?

I do not quite understand the meaning of the question; if you would put it in some other way.

14132. You told us that the men are paid so much an hour, and so much for overtime, and so on; have you got any regulation or rule in your society as to the rate of wages that a man shall get?

One of our rules states that a man shall not work for less than 6 s. per day of nine hours.

14133. Do the men outside the union get the same rate?

The men outside the union get the same rate of pay in general; but they do not receive in all cases the same amount of overtime; and I believe in a few cases they do not even receive the same daily wage.

14134. Then I suppose you consider that your union is beneficial to the whole trade?

These men themselves recognise that if our union fell daily wages would fall; it is the existence of our union that keeps the wages up.

14135. Do many accidents occur in stowing ships?

Yes, frequent accidents.

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14136. Who is responsible in that case?

That depends upon the circumstances. For instance, unfortunately there seems to be no efficient supervision over the gear, nor is there any periodical inspection of the gear. We use in the work of stevedoring, chains, which we call "runners."—

14137. And who supplies the gear?

The master stevedore is the owner. It is supplied of course from various chain manufactories, wherever the master stevedore likes to buy it from. A ship may be loading say for a fortnight; in some cases the chains are oiled; but in most cases they are not oiled before putting up, and being out in all weathers they begin to rust, the part which works through the gin would most likely be all right, but the other part of the chain, which does not actually go through the gin, is liable to rust; and sufficient care is not exercised that the chain shall be protected from rust.

14138. You think there ought to be some kind of supervision of the gear?
Yes, there should be.

14139. Have you known many cases where men have received compensation for accident?

I only know one instance where a man received compensation for injuries received through defective gear.

14140. I mean in the case of an accident of any kind where he received compensation from his employers?

The employers are generally insured.

14141. I ask you whether you have known a case where a man has received compensation for accident from his employers?

Yes, I know one case.

14142. Is it a frequent thing?

No, it is not.

14143. Why not?

Simply because actions are not brought.

14144. Why are they not brought?

We brought one action and failed; the Court of Queen's Bench decided against us under one clause of the Employers Liability Act. I think the case was cited as that of *Watson v. West*. Our member's name was Watson; he gained his case in the county court and lost it in the higher court, the Queen's Bench, I think it was.

14145. Lord *Clifford of Chudleigh*.] In what year was that?
Later on I could supply the date, about five or six years ago.

14146. *Chairman*.] And you think, I presume, that if the Act was amended so that the real actual employer was responsible, and would not evade his responsibility, it would be satisfactory?

It would be more satisfactory; and for another thing I would compel them, for their own sakes, to give us better apparatus to work with. We employ, or should employ in our trade, a large number of planks, but when we are working in order to build up a stage, in order to pile up cargo, we have to look about on the shore and get a plank here, and a board here, and a stick there, anything we can get hold of; and there is no proper appliance for building. Sometimes we are building to the height of 10 or 12 feet, and about 10 or 12 feet in from the hatchway, which is open right down; we have built up a bulkhead of bales some 10 or 12 feet in from the hatchway. In order to work on top of that we have to get planks, lash a plank athwart and run the other planks fore and aft on top, and then get the cargo and land it on this stage. In some cases, very rarely, I have seen proper planks provided belonging to the master; but generally there are not enough provided.

14147. And

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14147. And you think that if the employer could not get rid of his responsibility he would, for his own sake, see that the proper material was used; and that accidents would be much fewer.

Yes, I am certain of it.

14148. Do not ships take in cargo at the wharves at the river side?

The cargo they take in there is for coasting and continental trade; and the cargo that is taken in is only two or three days aboard of the boats, and does not require that care which is necessary for cargoes which are going long voyages.

14149. That is not stowed by stevedores at all?

I do not know what they call themselves; I think they call themselves river-side labourers.

14150. Are there many men out of work in your trade, do you suppose, now?

At one dock gate where I was this morning I saw nearly 300 stevedores ready for employment.

14151. What do you suppose a man can earn now, all the year round, by it? About 18 s. a week.

14152. All the year round?

Yes.

14153. Could he ever earn more than that at any time in your recollection?

I kept an account of the wages I earned in 1883, and in that year I think I earned 27 s. 6 d., on an average.

14154. Are you working now yourself at your trade?

I would be if I could get it.

14155. Do you think that is a fair instance, that you could earn in 1883, 27 s. 6 d. on an average all the year round, and now the same man could now only earn about 18 s.?

About 18 s.

14156. And how do you account for that?

For the reason that the more unskilled men are brought into the field, and are taken advantage of by the cheap contractors, by these men who compete for the contracts from the brokers; our men have no employment simply because the work goes into other hands.

14157. Earl of Derby.] I did not quite understand why you say that men work harder when the contract was sub-let; what is there in the fact of sub-letting that makes the work harder?

The fact that the contractor will receive a lump-sum payment compels him to work the men harder, so that he will receive it quicker. For instance, if a job was let day-work, it may take a day and a half at an ordinary rate of speed to complete it; say that 100 or 200 tons of a certain kind of goods were to be taken in; but if men were working under the sub-contract system, those who would be reaping the benefit under the sub-contract system would hurry the men on to get it done quickly.

14158. But if the contract were made with the men directly, and they were paid according to the work done, would they not be under as strong an influence to finish it as quickly as possible?

Your Lordship will see that if the work was left to the men the men would regulate the gangs, and they could also regulate the work, so that the work should not be done piece-work, but should be done day-work.

14159. Why would they object to its being done piece-work?

Simply because piece-work means the wear and tear of the human system. an unnatural wear and tear of the human system; workmen are only human.

14160. You mean that they would prefer working by time; because, under that arrangement, they would not have to work harder and faster than they liked?

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No;

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[Continued.]

No; I did not say "harder and faster than they liked." I presume your Lordship takes it that men are willing to work fairly for a day where they are under time; but under piece-work they would have to work and tax their bodies to the utmost.

14161. That is what I want to get at; then, as I understand, your objection is not so much to the contract being sub-let as to the system of piece-work altogether?

My objection is to the system of contract; because there is a man who does nothing and receives profit for doing it.

14162. Then what is there to prevent the men from dealing directly with the employer?

I can only say that many of the master stevedores have invested money in the companies, and that there is not a proper communication between the men and the brokers; otherwise there might be some different system carried on.

14163. But am I to take it from you that if the men did deal directly with the employer they would object to work under piece-work?

Your Lordship means directly with the broker.

14164. Yes, with the broker?

Most certainly they would object to piece-work. It would be impossible to do stevedoring work wholly by piece-work.

14165. Piece-work depends upon the system of sub-letting contracts?

Much of it; for instance, I may say this, that in the case of a ship loaded with machinery it would be impossible to do it piece-work. For instance, we have sent out to India lately a lot of bridge work; we frequently sent out to the Colonies locomotive engines. There would certainly be accidents if that sort of work was done in a hurried manner; this work requires very great care.

14166. Is it on account of the risk of accidents, or because the work is done more rapidly, that you object to work by the piece?

For both reasons. I do not think there would be a general objection to working rapidly if the workmen got the profits.

14167. Your objection is not to the quantity of work that is got out of the men, but to the fact that they do not, according to your statement, receive the profits that are due to the rapid working?

Quite so.

15168. You spoke of competition among the master stevedores, and I understood you to say that that competition was increasing?

The competition is increasing.

14169. And that men come into that trade who know nothing of the nature of the work?

Just so.

14170. Have you any idea that that could be checked by requiring any qualification in the case of men who take that employment?

If it were possible to take the whole of the stevedores in London in a union; to compel them to join one union; I think that is almost suggesting an impossibility, but if it were done it might act as a partial check.

14171. Whether they were compelled or not, if they all were in one union it would act as a check?

It would act as a check; but the fact is, there are so many coming in from other parts.

14172. Earl of *Limerick*.] In talking of tons throughout your evidence do you mean ton measurement or ton weight?

Sometimes the masters are paid by tons weight, and sometimes tons measurement.

14173. According,

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14173. According, I suppose, to the class of goods?
Yes.

14174. And when you spoke of chalk it would be tons weight?
Yes; I think so.

14175. And is that more difficult to deal with than finer goods?
Yes.

14176. And yet the pay for it is less, as I understand you?

If it were done day-work, the pay would simply be by time. A man could not do so much in an hour, or gain so much profit to himself in an hour, working at rough goods, as he could working at fine goods. Then in some cases the master stevedore sub-lets that which does not pay him quite so well; and then the men have to work very much harder; a few of them receive a profit, but the majority of them only work under time-pay, and it is not such good work at all as fine goods.

14177. But then I suppose that the value of these rough goods is much less than the value of the finer goods?

I think that would be evident.

14178. And, therefore, of course they would not desire to pay as much per ton as in the case of finer goods, because it would not pay to ship them if the expenses were too heavy?

In ships which carry general cargoes, at the bottom of the ship there is a large amount of what you would call rubbish as compared to the other cargo; flints, pig-iron, lead, and so forth; and the most valuable silks, cloths, machinery, jewellery, and bullion, watches and clocks, and everything else above; one thing has to be taken with the other.

14179. One thing averages with another, you mean?
Yes.

14180. In fact, that rough cargo may be considered almost as ballast?

Not at all times; the most of it is a necessity; where the others, the finer goods, are rather luxuries.

14181. You spoke about the compensation for accidents, and I think you said that there were very few cases in which compensation had been obtained by the men?

Very few cases.

14182. And that there had been a decision against them under the present Act?

The first case we fought on the matter was the case of *Watson versus West*, five or six years ago; and we failed in that. The judge ruled, so far as I recollect (I could get the dates and the circumstances if it were necessary), that under the Superintendence Clause we could not sustain our claim to compensation.

14183. I do not know whether you are aware that an amending Act in those respects has been before Parliament this year?

I know that such a Bill was brought forward; but I have not studied that Bill.

14184. Therefore you cannot say whether it would meet those cases; you are not in a position to say that?

Not for myself; I have been told it would not.

14185. Lord *Clifford of Chudleigh*.] If a stevedore wishes to become a master stevedore he must, besides getting a connection with the brokers, also, I suppose, possess a considerable amount of capital?

Not at all times; his principal qualification is cheapness.

14186. I think you told us that he has got to supply the chains and gear?

It would be possible for a man with 10*s.* to become a master stevedore, in many instances. For instance, in the loading of a steamboat, all the gear
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necessary, with the exception of a bit of rope to make slings, is found on board of the steamboat; the chain, runner, and gins, chain slings, and everything else. In the case of a ship loading for China, half-a-dozen pair of rope slings, half-a-dozen pair of chain slings, and 12 pair of cant-hooks would load that ship.

14187. Then you think that all you would practically require to start a co-operative system of work would be the connection with the brokers?

For the loading of steamboats, yes.

14188. But for the loading of sailing vessels you would require a considerable amount of capital?

For the loading of sailing ships co-operation could not be undertaken so easily, simply for the want of capital on any very large scale at the beginning; but there is more than a possibility of its success in a way. If you wanted to load a sailing ship you would have to purchase donkey engines; these are engines with their steam winches, boiler, and so on attached, placed in small barges, and they heave up the cargo out of the craft alongside of the ship.

14189. Do you think that there is a temptation to a man who is a practical stevedore to make an arrangement with another man who has very little practical experience, but has capital, and a connection with the brokers, to become himself practically a master stevedore, although the man without the experience is called the master stevedore?

Assuming that the man's averages would be only about 18 s. a week, and that he may receive 2 l. or 3 l. a week as salary for being a foreman, I think it would be a very great temptation to him.

14190. And you complain very much of the numbers that are coming in to the trade from outside?

Yes.

14191. Do you not consider that the rate of wages is a great temptation to the people outside to come in?

The rate of wages and the circumstance that agriculture is bad.

14192. But if agriculture was good, do not you think that 6 s. a day is a temptation to any agricultural labourer?

I should think that an agricultural labourer living under fair conditions, and getting food and clothing of a fair kind, would be far better off than a man in the position of a stevedore. If the stevedore is receiving 6 s. a day he is three-parts of his time idle; the strangers look at the bright side of it, and when they come to realise the practical part of the business, they find that they have made a mistake.

14193. Lord *Monkswell*.] To carry on Lord Clifford's question: supposing wages were lowered, would not there be less competition, and would not that result in more work?

If wages were lowered they would have a tendency to lower still further.

14194. You say the stevedore's wages are 6 s. a day, but on the average, you say, they make just exactly half that, 18 s. a week?

About that. I must say that about one-fourth of the men receive a far higher average of wages than that.

14195. Yes; but you say that that is the average throughout; therefore some must receive less?

Yes, some do receive less.

14196. I would rather put it to you whether it might not be advisable, considering how little work there is amongst stevedores, that wages should be lowered with a view of restricting competition?

That would only enable the competing masters to still further lower the rate per ton of goods.

14197. My point is that fewer people would be wanting to go into the stevedoring trade. A man always thinks he will be fortunate; at least a great many

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many men think they will be fortunate and get work; and they see that the work is paid at the rate of 6 s. a day, and that makes them put into the lottery, as it were; and my point is that if the wages were not so much fewer people would be attracted to the trade, and in the end you would get more work, although less money for the particular work you did. That is not the view of your union, as I understand you?

Experience shows many of us that even though we have worked every day in the week, and receive a full week's pay, 36 s., if we have a wife and children depending on us, it would be quite difficult enough to bring them up decently on that.

14198. The point is whether you would not get in the long run more by asking for less wages. But I will leave that point now, and ask you why you think many agricultural labourers come in; do you know, or is it only your idea, or have you any means of finding out, whether they are agricultural labourers?

I am personally known, I should suppose, to more than 1,500 of the members of our society out of the 1,600 who compose it; and amongst that number there are at least 300 men who were formerly agricultural labourers in England, and amongst non-union men there must be a larger number still.

14199. *Chairman.*] Why must there be?

We work with them, or we have constant communication with them, and we know by their voice, manner, and so forth, where they come from; therefore, we know that there are numbers of these agricultural labourers amongst them, even more than amongst us, because the most of us are city or town men.

14200. You say that to your knowledge 300 out of 1,500 have been agricultural labourers, and you believe that the proportion is larger still in the non-union men?

Yes.

14201. *Earl of Onslow.*] When you say agricultural labourers, do you mean that they have worked upon the soil, or merely that they are country men as opposed to city men, London men?

I should say that most of these men have worked upon the soil. The conversation of these men tells us what they have done formerly; they know all about crops and things like that.

14202. *Lord Monkswell.*] What kind of age are they when they come to work as stevedores; do you find them middle-aged men or young men?

Not middle-aged.

14203. Not people who have been long on the land?

If they begin labour at the same time as we do here in the city, just the moment that they leave school, then they have been a long time on the land.

14204. But you do not know for certain that they have worked on the land, only that they come from the country districts and know about agriculture; they may be sons of agricultural labourers?

I presume that they have worked on the land. If they were only the sons of agricultural labourers, what have they been working at in the meantime. Where have they been all the rest of their lives if they have not been working on the land.

14205. What is the proportion of masters to foremen and common stevedores throughout the stevedore trade; have you any idea; or how many do you suppose would be masters, and how many foremen, and how many common stevedores; you say there are about 5,000 stevedores altogether?

That would require some thinking out.

14206. Roughly, have you any idea?

If I give you any figures, you could not depend upon them exactly; but I

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could give a general idea. I should say that, roughly speaking, 150 foremen ; from that to 200.

14207. And how many masters ?

What we call big masters and small masters, altogether between 50 and 60.

14208. And have you any idea as to which class suffers most from want of work, the master class, or the foreman class, or the common class ?

The latter class, certainly. The foremen are men who in general are engaged right through ; they receive a fixed wage at the same rate of pay as our union men.

14209. Are many foremen unable to obtain work ?

I know of very few, because it pays the master stevedore to keep the man on for a week or a fortnight till he gets another ship.

14210. About quickness of work, do I understand that you have any system of fines if the work is not done in a certain time. Suppose a master takes a contract to load a ship, then suppose the loading is not done in what the owners of the ship or the people interested would consider a short enough time, would the master stevedore have to pay any fine for the ship having taken longer time to load ?

That I cannot tell you ; that is a matter for the master and the broker. I know this, that they can generally tell by the amount of cargo they have engaged, and the kind of stuff it is, how long it takes them to load a ship ; if they are pressed for time they make the men work overtime.

14211. You do not know whether there is any system of fines if the ship takes longer to load than a certain time ?

The time it takes for loading a ship is generally well known ; I have known many cases where a ship has been put back a day or two.

14212. My question is whether the master stevedore who was employed in loading the ship would lose anything if she was not loaded by a particular day ?

Seeing that his contract is to take in so many tons, and get paid for each ton, I do not see where he would lose anything ; and I have never heard of any fine being in existence.

14213. You say that somebody has to see that the cargo is not broached ; do you not think that that perhaps is the reason why responsible men are employed to superintend the loading ; surveyors and master stevedores, for instance ?

Master stevedores in general visit the ship, and for about 10 minutes in the day. I know one case where the master stevedore has not been near the firm for over a year.

14214. But he is responsible, I suppose, if the cargo is broached ?

Where there is a cargo very easy to get at, they send an officer of the ship below.

14215. *Chairman.*] Can you tell us at all for how many men on an average there is at work in the docks of London ; how many men can be employed ?

At stevedoring, do you mean ?

14216. Yes ; at stevedoring ?

It depends upon the number of ships loading ; and that fluctuates very much.

14217. Take it on an average ; take it for a year, for instance ?

Amongst us I should suppose that half of our men are employed just about now.

14218. Take the whole trade ?

I should say that the average would be generally the same through ; perhaps a little greater in the case of the non-union men.

14219. You

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[Continued.]

14219. You think, taking the year throughout, that there is work enough to employ about half the number of men in the trade?

Yes.

14220. Lord *Thring*.] Is a stevedore liable for injury or loss to the cargo in loading it?

I have heard it stated that that is the case; but whether it is true or not, I do not know.

14221. You do not that he is?

I think he is in some cases, because there are different rules, or the brokers have different arrangements.

14222. He is not liable, according to the custom of the stevedore business; it is your opinion that he is generally not liable?

I have known cases where cargo has been damaged, and where fair proof has been given that it has been damaged through the negligence of his servants, or where the cargo has been broached, and he has had to pay the damages.

14223. But you do not know really to what amount, or how?

I cannot say; in some cases I think brokers insist upon it.

14224. *Chairman*.] You do not, I suppose, know what kind of arrangement is made between the master stevedore and the broker?

I cannot tell.

14225. Lord *Thring*.] I suppose, if the master stevedore did not complete his contract in time, the remedy would be that they would not employ him again?

I think that would suggest itself as the right thing.

14226. *Chairman*.] Do you think that the proportion of steam tonnage to sailing tonnage is the same now as it was 10 years ago?

I think that the proportion of sailing vessels this year is greater than it was 10 years ago.

14227. In tonnage?

In tonnage; in London, at all events. Sailing ships have not decreased so much as is thought; there seems to be getting a greater demand for them; but they must be big vessels, capable of carrying 3,000 or 4,000 tons.

14228. I should gather from you altogether that, in your opinion, the fact that you have got a strong union has been beneficial to the trade generally, and that you think that you could remedy what you complain of if your union was still stronger?

Yes.

14229. And that your great difficulty in that respect is that people are flocking into the business from outside, and that, in your opinion, a large proportion of them have been agricultural labourers?

Yes; there are some sailors amongst them.

The Witness is directed to withdraw.

COLONEL GEORGE RAYMOND BIRT, is called in; and, having been sworn, is Examined, as follows:

14230. *Chairman*.] ARE you Secretary of the Millwall Dock? General Manager.

14231. How long have you been in that position?

Ever since the dock opened, 20 years; but I have had 33 years of dock work.

14232. Previous to your present position you were engaged in docks?

Yes; I was then in docks.

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14233. In what capacity?

I was superintendent of the Victoria Docks previous to that time. I desire an opportunity of making a few remarks on some very strange evidence that has been given before this Committee by one or two witnesses, if you will permit me.

14234. On what points?

With regard to statements that have been made having reference to the mode of working at Millwall Docks.

14235. Perhaps you will bring it out by answering my questions, and if that does not bring it out then you can state it afterwards. What is the system at the Millwall Docks?

Chiefly contract work; almost entirely, in fact.

14236. How do you put out the contracts?

We have about 30 contractors. The docks are divided into sections, each section having two or more contractors attached to it. We prefer that there should be two contractors to each section, that is, that there should be two partners, so that if one man should be ill, or happen to be away, there may still be someone to look after the work.

14237. How do you divide the work into sections?

We divide the dock; this part of the dock belongs to A., that to B., and so on; that is the general division; there are certain divisions of trade as well.

14238. Do you number the sections in that way, Section A., Section B., and so on?

No; we call it the section belonging to the particular contractor.

14239. And in each of those sections you have one or two contractors?

Yes.

14240. When you have, say, so many ships to discharge, and you offer the contract, do you put it out to competition among these two or three contractors, or how do you do?

We are rather peculiar with regard to the discharging of ships; we do not undertake that work. At one time all the docks claimed a monopoly of discharging ships; that to say, if a ship came into the docks the captain was told, "If you like to discharge your ship with your own crew you are at liberty to do so; but if you do not do the work with your own crew you must employ us, the dock company, because we do not allow any other persons than our own servants to work on our premises." That was the invariable practice in docks up to about five years ago, when we, the Millwall Docks, finding out that there was no profit attached to that business gave it up. We notified to the shipowners that in future they would have the privilege of discharging their own ships. Almost all of them have availed themselves of that privilege, and do the work themselves; there are still one or two who prefer employing the dock company, and we, therefore, are obliged to do the work for them; but it is a very small business, and for these few ships which we do discharge we employ a stevedore. Stevedores do that discharging now that we do not do at our docks, and we employ one of the stevedores who do the bulk of the discharging for shipowners, to do for us the little we are called upon to do.

14241. As I understand, then, you only in a few cases undertake the discharging of the ship; in the majority of cases you allow the shipowner to discharge the ship himself by his own crew, or to hire the labour to do it?

Just so.

14242. You do not insist on his hiring the labour from you?

No; on the contrary we discountenance it; we would rather not discharge the few ships that we do; but some shipowners prefer having the responsibility of the dockowner behind them, and therefore insist upon our doing the work; but that, as I have said, is a small thing.

14243. Then, practically, we may eliminate the discharging of cargoes as a part of your functions?

Precisely.

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Precisely. With reference to this little we do, as I said, we employ one of the stevedores who do the other ships for the shipowners direct; and we pay him all that we get, excepting $7\frac{1}{2}$ per cent., which we deduct for the book-keeping and for the responsibility. We would very much rather be without the $7\frac{1}{2}$ per cent., that is, without the work which produces it; it is no good to us.

14244. Then what do these contractors contract to do?

They contract to do precisely that which we contract to do; that is to say, to discharge the ship.

14245. Do you mean you only employ these contractors in the few cases where you undertake the discharging of ships?

So far as discharging ships is concerned; but there is a vast amount of other work in the docks for which we do employ other contractors.

14246. What is that other work?

The manipulation of the goods; the manipulation of the cargoes after they are out of the ship.

14247. Warehousing them, do you mean?

Warehousing them, and sampling them, and 50 other operations which goods are subject to.

14248. What sort of operations?

Weighing, marking, making merchantable, and probably new ones arise every day. For example, this Merchandise Marks Act, which has come into operation recently, has created a new branch of trade for dock companies; it is a very small one, still it is a new branch. The marks are marks not allowed to come into this country, and therefore they have to be expunged, or something placed over the package, as showing that they are not of English manufacture.

14249. And all that work is contracted for at so much a ton?

Yes, all of it.

14250. And what is the general contract price?

It varies very much according to the particular work. Taking the great bulk of our work you may take it at $10\frac{1}{2}$ d. per ton; that is the chief part.

14251. Have you got a statement of the prices there?

I have brought a contract with me; they are all practically the same; the figures vary more or less, but practically they are the same.

14252. You will put that contract in?

I will do so with pleasure. Would you like me to read any part of it?

14253. Yes, I think you had better?

I will read that part which relates to the question you put. First of all, it details various prices; $10\frac{1}{2}$ d. a ton, 1 s. $0\frac{1}{2}$ d. a ton, $3\frac{1}{2}$ d. a ton, and so on; that is for different items of the work; and then it goes on: "And it is understood that the above rates shall cover the whole of the services to be done and executed at the warehouses aforesaid, including clerks, tallymen, weighers, and labour of all and every kind whatsoever, the dock company allowing the use of trollies, cranes, and gear necessary for the due and proper performance of the work: And the contractors undertake to perform the work entrusted to them efficiently, and to the satisfaction of the company's superintendents, employing whom they please, but not men of known bad character. The contractors further agree to be responsible for all loss or damage to goods or gear (fair wear and tear of the latter excepted) caused through neglect, inattention, or otherwise, by themselves or any person or persons in their employ; as also for any claims or accidents of any nature whatsoever, and to keep the warehouses and quays adjacent under their control free, clean, and orderly." That is substantially a copy of all of them, varying a little according to the varying character of the work at the several stations. (*The Witness hands in the Contract, vide Appendix.*)

14254. Do the rates vary from time to time?

Those rates have been in operation for many years, and we have never varied

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them, and never had occasion to do so. Indeed, when we entered upon them it was an entire experiment, an entire departure from the former condition of things. Those who are the contractors are men who previously were with us as foremen; they were men of great experience of dock work, men who had been all their lives at it. As I say, the change was an experiment, and therefore it was understood between us that these should be the rates, and that the dock company would never vary those rates, so long as the work was done by these particular men. Of course, the men had to be encouraged to enter upon it, and they thought, "Well, this would be a good thing for us; but in a week, or a month, or a year we may have our rates cut down." We had no desire to do anything of the kind; we were content with the rates, and therefore gave them an undertaking that we would not vary them.

14255. You do not, in fact, put the contract out to competition?

Well, this was a sort of competition amongst themselves; and at times even now we have a new business arising outside of our old, and we create new contractors then, but men who have been in our service, men whom we know as being thoroughly reliable.

14256. And if the man offered to do the same work at a less price, would you accept his offer?

In the first place, I do not think it is very likely that that will arise. We know our contractors are doing fairly well; but also when we settled this price we knew there was no inordinate profit. If any man were to offer to do for 10 *d.* what we get done for 10½ *d.*, we should not throw overboard an old and valued servant for the sake of the half-penny.

14257. You employ entirely men who have been foremen?

Men who have been many years in our service, and who are acquainted with the work from top to bottom.

14258. Is that the rule?

An invariable rule. These men, I should tell you, have great responsibilities.

14259. I think we have had it in evidence that all the work at the Millwall Docks is put out first of all to one contractor?

That is entirely wrong. As I mentioned, we have probably about 30. Perhaps I may remark now as to certain evidence; I noticed that one gentleman before you stated that a contractor at the Millwall Dock was in the habit of receiving 1 *s.* 8 *d.* a ton, whereas he got the work for which he was paid 1 *s.* 8 *d.* done for 4 *d.* or 4½ *d.* a ton. It is absolutely wrong; no such transaction or anything approaching it ever happened. If it had been true the man who did for 4½ *d.* work which the contractor had been paid 1 *s.* 8 *d.* for, would have earned something less than 1½ *d.* an hour. Now I never knew the humblest dock labourer during the last 15 years in London accept less than 5 *d.*

14260. Do you know what becomes of your contracts after they are given out; are they sub-let?

That is another point I wish to make an observation on. It was said that contracts frequently passed through no less than seven hands. To anyone acquainted with the dock work a most marvellous statement. Such a thing certainly never happened at Millwall, and it is incredible to me that it could have happened anywhere. We never allow our contract to be passed on once, to say nothing of seven times. In all these 30 contracts that we have, the men are expressly forbidden to transfer them.

14261. Does that occur in the written agreement?

That is expressed in the contract in a particular way, which I will allude to. There is one exception to that, the reason for which I will mention to you presently. These contractors of ours are allowed to do their own work in their own way; we do not prescribe to them how they are to do it; some of them do it by day work wholly; others on the contrary do some piece-work, and some day work. By the contract it is expressly provided that these contractors shall always be present and supervise the work themselves. If from illness or any other cause they should be away, they must give a written notification of the

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the fact to the superintendent, and appoint an approved deputy to act during their absence. There is this one exception which I spoke of, where it is sublet, not seven times, but once, and the circumstances of that were these: after these contracts were signed and stamped, and had been in operation for a short time, a week or two, one of the contractors came to me and said, "I find that my work is spread over so large an area of ground that I am unable to do justice to it; whilst I am walking from one end to the other I find the work is neglected;" and he said, "I should like to be allowed to transfer one part of my work to one of my men," who was also an old dock servant. He said, "I have made an arrangement with him; I am not to benefit in the least degree from the transfer; and my sole desire for making it is that I may be able to look after the remainder of the work properly." A very reasonable proposition on the part of the man, and I at once assented. That sub-contract has been in operation ever since. The original contractor derives no benefit in the least from this sub-contract; and if he were to die to-morrow, or if a new contract were issued, that particular contract would be split into two instead of being one. That is the only case where there is any transfer of contract from one to the other; and I submit that there is reasonable ground for it in that case.

14262. As a matter of fact, you say there is no sub-contracting whatever?
No sub-contracting whatever.

14263. What means have you of ascertaining that the work is not sub-contracted?

Seeing that my duty calls me round the dock every day I have a good opportunity of seeing it; but with regard to that I wish to make a remark: you see the contract is for work of a very varied character. Some of these contractors do the whole of it day-work; indeed the character of the work probably is such that it could not be done otherwise than by day-work.

14264. By day-work you mean so much an hour?

So much an hour. On the other hand, some of that is rough heavy work, that is better done on piece-work; and some of that work some of the contractors turn over to men who say, "We will do this for 6 *d.* a ton," or whatever it may be, they take their money and divide it between them.

14265. Is not that tantamount to sub-contracting?

Excepting that it is only part of the work which is let; and secondly, too, our contractor is bound to be there to see that it is properly done, and supervise it.

14266. But all the same, as regards a certain portion of his contract, he gives it out to somebody else?

Clearly that is so; and we have not the least objection to it. We do not suffer; the work is more quickly and better done; he probably saves money; no one is prejudiced; and, therefore, no one is dissatisfied.

14267. And you are not aware whether that might be further put out?
I am quite sure that is not done.

14268. How do you know?

You may be sure that a contractor paying with his own money does not allow a profit to one man which admits of that man passing it on to another, making something and doing nothing; you may be quite sure that no one has an opportunity of creating dissatisfaction in that way.

14269. You mean that you feel convinced in your own mind that with regard to one of these men, whom I will call the sub-contractor, who takes over a part of the original contract, it would not pay him in his turn to put out a portion of what he has taken over?

Certainly it would not. And with regard to a sub-contract it is rather difficult to explain what that is. This contractor of ours engages A., B., C., and D., four men to do it for a certain price per ton; they divide the money between them; there is no difference in the share that each takes.

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14270. How do you know ?

Because it is the invariable practice at our docks.

14271. As I understand you, you will give over to a certain contractor a considerable amount of very varied work ?

Quite so.

14272. And some portion of that work he will give over to a certain number of men to do by piece-work ?

Yes.

14273. And another portion to another set of men ?

Yes.

14274. And you say you are convinced that those men divide it equally among themselves ?

I have not a shadow of doubt of it, piece-work. There is this distinction between contract work and piece-work. Contract work is where one particular man takes the job and makes a profit out of the transaction, paying others less than he receives. Piece-work, on the contrary, is work in which a lot of men combine together and share the proceeds equally. In some cases these men do not share the work quite equally ; but one who is probably a little bit of a scholar, and does any writing there may be, or negotiation, takes a shilling or something like that extra in consideration of being a go-between.

14275. Is not this what occurs : that the man you describe as being superior goes to the contractor and takes over his portion of the work at a certain price, and then gets the men to do it for him, making his own bargain with them ?

That is a very rare occurrence. Generally it is the case that the men work together and divide the sum equally between them ; probably, as I say, the leading man, who does a little more than the others, because he does any little writing or receives the money himself, gets a trifle. I know in one part of our dock where that is done, the ganger, or head man, gets a shilling a week in consideration of his having some little more work to do ; he is the mouthpiece of the others.

14276. Can you be in a position to know what occurs between the men and these gangers, or whatever you may call them ?

Yes ; because if there were any difficulty between a ganger and his men we should very soon hear of it.

14277. That is to say, provided there was complaint made ; but if there was no complaint, you would not hear of it, would you ?

My experience of dock men is that they are not very quiet under injuries, that they are perfectly able to take care of themselves, and quite right of them to do so too.

14278. What is the class of goods chiefly discharged in Millwall Docks ?

The Millwall Docks have rather the rougher class of trade, and a trade which requires very strong men ; the finer goods do not come in any great quantity to us ; and that is one reason why so much of our work is done by contract.

14279. But is that principally grain, or what is it ?

Grain, timber, rice ; all sorts of things of the heavy class. On that point perhaps you will allow me just to give a concise account of the labour system at the dock ; it will probably enable you to understand my answers much more clearly.

14280. Will you please do so ?

At docks there are dock labourers and dock labourers. At the top are the deal and corn porters. They are the men who carry deals from the ship's side up planks to stacks 20 feet high ; you see the stacks in the docks and also in different parts of London. They are the men who work out grain from ships, very laborious work ; they are the men who carry sacks of grain, or bags of guano, or anything else, to and from the warehouses. They are splendid men ;
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they are men of the navy type; they work well and they feed well. And with regard to these men, judging from the results, their labour is the cheapest that we have in the docks. They work sometimes day-work, sometimes piece-work; working day-work their pay is 9 *d.* an hour; working piece-work they earn 7 *s.*, 8 *s.*, 9 *s.*, and 10 *s.* a day; roughly you may take it that they earn a shilling an hour.

14281. That is in discharging?

No; working out grain, which is more or less discharging; carrying goods to and from the warehouses. These, as I say, are splendid men; they are men of great physique and great skill too; and no one grudges them 1 *s.* that they earn. I am delighted that they should earn the wages that they do.

14282. What do you call them technically?

Deal porters, corn porters. Something has been said in evidence before your Lordships to the effect that dock labourers are very much sat upon and bullied. Now any man who ventured to bully this class of men that I have been speaking of—

14283. These corn porters and deal porters, as far as the evidence before us goes, are not to be included among the dock labourers at all?

They are at the top of the tree of dock labour. They are grand men to work; put them to a straightforward job and you need not worry yourself or alarm yourself about them; they will go steadily on. As an instance of their character, I may mention that on Friday last, after I was here, I happened to be at the docks and I met one of the contractors, and I said to him, "Are you a man who gets 1 *s.* 8 *d.* and pays 4 *d.*?" He said, "No, governor." He said, "Look here, I do not want you to ask me any questions as to what I pay my men; there are some of them, just go and ask them yourself." I went up to a gang that were working (these men were carrying flour on their backs from the ship's side to a railway truck which was 105 feet distant), and I said to them, "Well, how are you getting on, and what are you getting for this?" They said, "We are getting 6 *d.* a ton." I said, "Yes; but how much do you hope to do?" They said, "We began at eight in the morning, and we shall leave off at five, and we expect we shall finish 50 tons by that time." "Yes," I said, "and that 50 tons will be 25 *s.*, and as there are three of you, it will be 8 *s.* 4 *d.* a man; 1 *s.* 0½ *d.* an hour." I said to one of them, "Look here, supposing one of your mates here were to be taken suddenly ill, would you go to the gate and take one of the labourers there?" He said, "No; the men there have not the strength, and therefore not the heart for this sort of work." Now those three men went over in the discharge of their work between nine and ten miles; half of that distance they carried on their backs 168 lbs., the other half, returning, of course they would be empty. Now those men earned, as I say, a shilling an hour; they worked hard, and earned every shilling they got; and no one can question for a moment their right to it. That is the class of men that do the great bulk of our work. We do not have very many of, we will call them, casual dock labourers, because the casual dock labourer is altogether unfit for this heavy work. But now we will come to casual dock labourers. These casual dock labourers, as you know, are recruited from all classes of society. I happened only two or three nights ago to be reading a work called "Three Years of a Wanderer's Life." The author of this book had been a landed proprietor, and was a graduate of a university; he had come down in the world, and being penniless and without friends, had recourse to dock work; and he says that he became a casual dock labourer. For the first two days, not being accustomed to anything of the sort, he found the work a little difficult, but afterwards he said it was little more than healthful exercise. Now I am bound to say here that this author in his work describes the taking on of these casual dock labourers in as nearly as possible the same language as that in which I think Mr. Tillett, and I think one of the other witnesses, described it the other day.

14284. Are we to understand that you agree with his views of the matter?
This is independent testimony at any rate.

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14285. We cannot take it as your evidence unless you agree with it?

What I am about to say is entirely confirmatory of what Mr. Tillett and the other witnesses mentioned.

14286. We should like to have your own views and opinions?

It shows that it is true. I was going to tell you what this author said.

14287. If you wish to give us what this gentleman says, and propose to say that you agree with him, we can take that evidence?

I accept it entirely; especially when I hear Mr. Tillett mention it.

14288. If you wish to quote from somebody else, and to say that that is in your opinion correct, we shall be very glad to have it?

Well, this decayed landed proprietor describes how he got into the docks. First of all he says, he went to a public-house somewhere in the neighbourhood of East Smithfield, and was there introduced to a ganger, and he treated the ganger to some beer, and in consequence received a tin ticket which entitled him to admission to the docks and a day's work; on the following day he used this tin ticket and worked. Day after day in the evening, he went to this public-house, repeated the treating the ganger with beer, and always managed to get his ticket. On one occasion, however, for some reason or other he failed to go to the public-house, he failed to get his ticket, and lost his work; he therefore gave up that business. Now, men of all classes are to be found amongst the casual dock labourers. Some, a few of them, are strong able-bodied men; for example, builders' labourers; in the winter they resort to dock work; they are frozen out from their ordinary occupation, and they resort to dock work. Speaking broadly, they are men who from some misfortune or other have been failures in their own walk of life, and have therefore turned to dock labour; and the great majority of them absolutely from want of food are incapable of doing any very heavy work, with every disposition are absolutely incapable of doing it. It is the last resort of the poor, are the dock gates.

14289. When you spoke of those superior labourers and the rate of wage they earn, do you mean to say that that is the average rate of wage per week that they would earn all the year round?

Well, I was speaking to one of our largest contractors yesterday, and he is a man who does his wholly piece-work, I may say, and who has under him the very class of men I have been describing, and I was asking him what his men on the average earned throughout the year; he said, "Well, I worked it out not very long ago, and my men earned 32 s. a week for every week in the year, on the average."

14290. That is what you gathered from the contractor?

Yes, and which confirms my own experience.

14291. We should get that more authoritatively from the contractor, I suppose?

It confirms my own experience. But before we let it out by contract we did the work in precisely the same way; we made similar calculations; and I remember that then, including boys (there were a few boys then to do boys' work in connection with it), the average pay was 30 s. 4 d. a week, man and boy.

14292. Do you know how many of these men you employ?

A very varying number. Yesterday we had two gangs out.

14293. Two gangs of how many?

You may take it roughly at about 10 men a gang; it is a varying figure, according to the work there is to be done; last week at any rate we had something over 60 gangs out; we happened to be very busy then; yesterday we were slack, and had only one-thirtieth of what we had last week.

14294. Do you find any difficulty in getting this class of labourers, if you have a sudden demand?

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When the demand gets beyond a certain figure there is some difficulty ; there are not too many of them.

14295. I understand that your work fluctuates in quantity ?
Very much indeed.

14296. And at one time you are employing five or six times as many men as at another ?

In one particular branch of business sometimes 20 times as many as at another.

14297. What becomes of these men then, at times when there is so much less employment for them ?

Some of them may be deal porters, others may be carrying guano ; they diffuse themselves over the place, and find work elsewhere.

14298. Do you mean that, taking it all round, the average of work is constant in your dock, and does not fluctuate at all ?

On the contrary, it fluctuates very much. Those men I spoke of as earning 32 s. a week are engaged in a peculiar way, which I will explain. Something has been said about men working on the co-operative principle, and this work being done on the co-operative principle. Now we tried that principle, and, strangely enough, it is the only occasion on which we ever had any trouble with our labourers ; we have been opened 20 years and never had any trouble except on this one occasion and at that time. At that time the way we did this work was this : there was one man to whom we always applied if we wanted what we call corn gangs, corn porters ; he supplied the men and paid the men all that he received, but received back from each man a certain something ; I cannot tell you what it was, 2 d., 3 d., or something like that a-piece, and his profit therefore depended upon the number of men or gangs ; that is to say, on so many gangs he would have so many twopences or threepences, or whatever it might be. The man was a little fellow, but a very energetic man, coarse in his way, and not very precise in his language. He offended the corn porters, who thought that he was bullying them a good deal, and probably they were right in their thoughts. The corn porters came to me and said, " We do not like this bullying ; " I said, " All right, what do you propose ? " " We will do it ourselves. " " Yes ; so far as we are concerned we are utterly indifferent as to how it is done, so long as it is properly done. If you think you yourselves can do it without an intermediary, in the shape of a contractor, you shall do it. " They said, " We think we can. " " Very well ; how do you propose to do it ? " They said, " We will nominate one of ourselves ; who shall be the go-between, between the company and ourselves ; we will pay this man wages ; he shall take your orders and convey them to us for us to execute. " I had no doubt that this contractor had not behaved well ; that is, he was coarse, unnecessarily coarse, in dealing with the men, and therefore we accepted the proposition of the men. They did appoint a man ; they gave him, I think, 3 l. a week, and for a week or two the work went on very well. After that it did not go on well, it was not done properly ; we could not get the men when we wanted them, and there were complaints from the public, and therefore from us to the men. Things did not improve ; at last at the end of about three months this man, who was engaged by the corn men as their intermediary, came to me, and he said, " I am very sorry to tell you, but I cannot get on at this work ; I cannot give you satisfaction, nor can I give myself satisfaction. If things go wrong and I complain to my mates, they say to me that I am their servant, and not their master ; that they are the masters and I am only the man ; it has become intolerable, and therefore I have thrown up the appointment. " Things had reached that state that it was necessary that we should make fresh arrangements. We did make fresh arrangements ; we had some little difficulty as first, but after a week everything went on satisfactorily, and I will tell you what those arrangements were ; during the time this co-operative trial was going on we felt that it could not last long, and that there would be a brush between us and the corn porters, and we therefore carefully prepared for that which was inevitable ; we obtained from

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the agricultural counties about 300 men. The condition of employment was this, that these men should be able to carry a sack of corn; that is a very common accomplishment of course for an agricultural labourer. On the other hand we agreed to give these men a guinea a week for working from eight o'clock in the morning to six o'clock at night; work or no work these men were to have the guinea. If there was no work at the corn we would find them something to do; if there were nothing it would be our loss and not theirs; they were sure of their guinea a week. When there was a corn vessel to do we knocked them off day-work and put them on to piece-work where they could earn a better wage. We have continued that system to the present time, and the bulk of our corn work is done by these men who are sure under any circumstances of a guinea a week, and who, as a matter of fact, as I told you just now, take in addition 11s. a week; that would make the 32s. And fine men they are, they are divided into gangs; the gang would consist of six or seven men; I told you ten just now, but there are certain hangers-on that do not affect it. These gangs therefore, I may say, are made up of six or seven men. One of those men is the ganger; he comes to us and takes orders, and he takes the surplus money and hands it over to them. That man gets an extra shilling; he gets 22s. instead of 21s. a week. Much has been said here, and it may be true, that those working for plus money, as it is called, cannot get a true statement of the money they have earned. I cannot speak, of course, for what happens in other docks, but I can speak for that which happens in the Millwall Dock, and I state unhesitatingly that there has never been one single complaint on that score from any men employed by us. Each day we make up this plus money for the previous day; we show the quantity, we hand the man who is the ganger a statement of that quantity, it is worked out at the price agreed, he takes it off to his mates and divides it with them; no one ever complains in the least degree. In the first place we pay them on precisely the same quantity as we are paid for by the public, and I should tell you that these men, when they are working, are not very far out in their estimate of the amount of work they do; but none of our men ever suspected for one moment that we were attempting so mean a thing as to deprive them of money which they had earned. I never heard of such a thing.

14299. You are speaking, as I understand you, of what applies to the corn porters?

This that I have been last narrating relates to them.

14300. How many men did you say you imported?

We brought up about 300 men from Hampshire, Dorset, Wiltshire, and the agricultural districts.

14301. Is that about the number you employ now?

This is many years ago now, and these agricultural labourers, many of them were very steady men, and had not been earning anything like the wages they earned from us; many of them have retired to the country and resumed their former occupation, or gone into something superior; some have a little money and have bought a horse and cart. Now, I think, we have 200 of them.

14302. I mean altogether the number of the corn porters?

That is our fixed staff.

14303. Three hundred, do you mean?

No, about 200; I should think that is the fixed staff; we sometimes go very much beyond that.

14304. These men, I understand, you pay a guinea a week to, whether they are working or not working?

There is the work always for them; that is the minimum they get.

14305. Do I understand you that if you want a considerable addition to the number you have no difficulty in getting them?

Unless we are extremely busy we never have any difficulty. At times we have met with some delay, but as a rule not.

14306. You

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14306. You can always get the men, as a rule, that you want ?
Yes.

14307. What becomes of these men who are not working for you regularly ?
They take to odd jobs of a similar character, something where great strength and some skill are necessary.

14308. You told us that this class of labour would produce 30*s.* a week on an average all the year round ?

The 200 men, as I will call them, earn 32 *s.* a week all the year round on the average.

14309. But speaking of this class of superior labour you have spoken of, what would be the average wage that they earn ?

I could not tell you the average wage they earn, because to-day we may have this lot of men and to-morrow another lot. There are a certain number who look to us first, but if we happen to be slack, and there is business elsewhere, they transfer themselves elsewhere. I should not like to say what the average of the others is ; all I mean is that they do earn, and will earn, and earn well 9*d.* an hour for working day-work, and 1*s.* an hour for working piece-work.

14310. But the average would depend upon the extent of the work that they have ?

Yes.

14311. And that you cannot say ?

No, but it cannot be bad, because they are men of great physical strength, which can only be kept up by food.

14312. Are you aware whether there is a union amongst the corn porters ?

I am not ; I rather think not ; but I should say that I think a union is a very good thing ; I prefer a union myself.

14313. I only wanted to know as to the fact ?

I am not sure. The reason why I say I prefer a union is this : When we are dealing with a disorganised body of men there is no coming to a satisfactory understanding ; there are 500 men, and there are 500 opinions ; on the contrary where there is a union, it very soon happens that the best men come to the top ; these men act on reflection, and with a sense of responsibility, and there is no difficulty in getting on agreeably with them. Therefore, I for one, instead of disapproving, approve of unions, and if the poor dock labourers, the casual dock labourers, could only establish a union, I should be very glad, especially if that union were so strong that it would prevent the outsiders coming in, that is, all who desert their own trade in order to overwhelm this trade with so many men as to ruin the dock labourer. The dock labourer is ruined by the introduction of outside labour, men who desert their own trade and enter into competition with the trained dock labourer. The trained dock labourer does not complain of the work he has to do, he is quite satisfied with that, but what he complains of is, that he cannot get the work.

14314. Can you tell me how many of what have been called casuals, that class of labour, you employ ?

I daresay sometimes we do not have 50 of them, and at others I should think it is a very rare thing indeed for us to have 300 of the casual labourers.

14315. And, I presume, you have no difficulty whatever in getting any quantity of them ?

No ; but there is not the same struggle at our docks amongst these casual labourers for work as elsewhere ; it is known that our work is of that character that chiefly requires very able-bodied men, and they do not come as far as Millwall ; they first of all exhaust the docks nearer London. If there is no chance there, then perhaps they would come on to us.

14316. Practically the bulk of your work can only be done by a class of men who are naturally comparatively limited in number ?

Yes.

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14317. I want

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14317. I want to ask you a question or two about the "plus;" does this plus exist in contract work?

Plus work would be piece-work; that would not be contract; plus is another name, I take it, for piece-work. The difference between piece-work, pure and simple, and plus is this: that piece work, pure and simple, is a contract that may turn out well, or may turn out badly, for the man or the men interested in it; on the contrary, the plus is this: they are guaranteed a certain sum, and if they do a certain amount of work beyond the standard, then they get something in addition for that excess of work.

14318. I want to find out how you arrive at the standard?

Take it with grain. My figures are imaginary; that is to say, I have not the actual figures in my mind now. We will say to a man, or a gang of men, "We will pay you x for doing every 100 quarters of grain."

14319. You pay them so much an hour to start with, do you not?

No; there is the guinea a week for them under any circumstances. Then we say, "Now there is work in the grain trade for you; we knock you off day-work and you will go on this, and we will pay you x for every 100 quarters you do;" and that quantity is ascertained by the time the job is over at night; it is worked out, and the following morning the statement is made for the ganger, the head man amongst them, to see, and that is handed over to them; the x , whatever it may be, less, I should say, the day's wages, because we pay those wages every Friday evening; they always take their guinea a week on the Friday; the other they receive day by day as they earn it.

14320. They receive the plus day by day, I understand you?

Day by day.

14321. And you simply calculate so much extra for every quarter?

So much for every hundred quarters.

14322. Then you calculate that out, and hand in the result to the ganger?

Yes, and pay him the money at the same time.

14323. And you say that, so far as you are concerned, the men are always satisfied that your calculation is right?

Yes; they are quite keen enough to be able to examine it substantially themselves; but I do not think they imagine that we rob them.

14324. It would be comparatively easy for the man to calculate it for himself in the matter of gain?

Yes; they are at it every day of their lives, and can soon tell how much they have done.

14325. Assuming that there was any intention to cheat the men, it would be difficult to intercept the wages in the case of grain?

Yes, to any extent; but I never heard it suggested that we cheated them anywhere, either with grain or anywhere else. I am sure the dock company would not do it; it would be monstrous. If anyone suggests that the dock servants stop it on its way, it is accusing them of theft. I do not believe they are capable of that.

14326. In the case of contract work, have you anything at all to do with the rate of wages paid?

Not in the least. We say, "We pay you so much; do the work in your own way; our only stipulation is that you must be present and see to that work yourself, and that it must be done properly; there are the conditions expressed in your contract, and those conditions we shall expect you to carry out."

14327. As long as those conditions are fulfilled, you do not want to know anything more about it?

We are content then.

14328. What supervision do you exercise?

We have a staff whose duty it is to move from one part of the dock to the other, simply to see that the work is being done properly.

14329. What

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14329. What do you call them?

I will tell you the arrangement of the dock staff. That was attempted by one gentleman, but he did not know it.

14330. Whom do you mean?

Mr. Tillett; no doubt he believed all he said to be true, but you could not expect him to be acquainted with the inner life of a dock company. At the docks there are three chief executive officers. First of all there is the superintendent; he has charge of all that is going on in the dock. Then you have the dock master, he is a sailor and undertakes the work which is incidental to a sailor's life; for example, he brings the ships into the dock and lets them out of the dock, and when they are in the dock, berths them at particular places. He is independent of the superintendent, excepting that he is bound to obey the orders of the superintendent as to berthing. If the superintendent says, "Put the ship 'Mary' at No. 5 berth," he is bound to do it, and will do it. That is the second executive officer. Then there is the engineer; as may be imagined he has charge of the structures and sees to the machinery, and that all is kept in proper order, and he does repairs to the docks and machinery. Those are the three executive officers. The dock master has under him a man who is called a berthing master; that is, the man who, when a ship is inside the dock, takes charge of it and takes it to its proper place. Under him there are one or two foremen to whom the berthing master gives jobs to look after; and further there are certain sailors. With regard to the engineer you can understand what his work is; he has artisans of various kinds under his instructions. The superintendent has under him certain men, I think four, who are called indifferently inspectors, labour masters, or chief warehouse keepers. Now these men's duty is to patrol the dock, which is divided into sections for that purpose, and to see that the contractors are doing their work properly.

14331. As far as the discharging of cargoes is concerned, you practically have nothing to do with that?

So little that it is scarcely worth talking about.

14332. So that it is no use asking you questions as to how that is conducted? I can tell you, because I have had 30 years of it.

14333. But I suppose you exercise some supervision over the way in which the work is carried out?

You mean in discharging? As I say we turn that over to a master stevedore.

14334. I do not mean the work you do yourselves, but the work that is done by the broker or shipowner?

We do not interfere in the least degree with that; we have no responsibility; he employs whom he pleases, and does his work in his own way; and we have not a word to say to that.

14335. Have your rates that you charge to the ship varied of late years?

Yes, they have varied a great deal. We have recently had, you know, a period of very severe competition. That, as competition generally does, reduced rates, but leaving out that, rates have not gone down; on the contrary, they have rather had a tendency upward; but on the other hand the expenses have gone up also.

14336. This competition is owing to what?

There are too many of us.

14337. Too many docks, do you mean?

Too many docks.

14338. In your opinion the accommodation is larger than the demand?

No doubt. There was a great experiment tried in constructing docks at Tilbury—a very great experiment; splendid docks are to be found there, and the attempt to make them a success has naturally reduced prices.

14339. We had it suggested in evidence that the trade in the Port of London is tending to diminish; is that your view?

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On the contrary, it is just the other way. Taking the last 10 years the trade of the Port of London has increased (I am speaking of the dock trade which is the thing that dock labourers are interested in, and that I am interested in) at the rate of —

14340. I mean the tonnage?

So do I; that has increased. The tonnage entering the Port of London increases on the average a trifle over 1 per cent. per annum

14341. I did not express myself exactly as I meant when I spoke of it as having decreased; I did not mean absolutely decreased, relatively; that it was not increasing according to its natural ratio and rate?

I think that is wrong. The trade of the Port as I say has increased, and is increasing. Taking it during the last 10 years, for example, the tonnage entering the docks of London in 1887 was 3,740,000 tons; for this last year it was 4,220,000, the increase being over 400,000. Whilst there has been that increase, that increase is not quite a regular 1 per cent.; sometimes you have a period of depression, and at others it runs up again; but broadly it has increased during these 10 years about 12 per cent.; but whilst the trade of the port has increased, I am bound to say that the labour conditions have altered very materially; times have very much improved; I can go back 33 years; it is a mistake to say that there was not the same difficulty then in dock labourers getting employment as there is now; there was precisely the same; there was just the same struggle for work then as now. The change that has come over us is that whilst times are very much better for the skilled and able-bodied man, times are not better for the poor dock labourer; and that arises from this circumstance: There is a great increase in the tonnage of the port, and there is a great increase in the cargoes which those ships bring, a greater increase even than is represented by the increased tonnage; but whilst this increase has brought increased work for the able-bodied and skilled labourer it has not increased the work of the poor dock labourer. The poor dock labourer has increased in numbers, owing of course to the natural increment of the population of London; but his work has not increased with him, and that arises from two or three circumstances. It first of all, and chiefly arises from the introduction of steam, and ocean telegraphy; that is the first and chief cause of it. Before there were steamboats and telegraphs people kept large stores of goods in London. A cargo came in, it was landed and stored away in the dock warehouses, causing a large expenditure; the merchant would keep it for months, it may be for years, waiting for a rise in the market; all of that time it was producing money to the dock company, and producing wages to those in the employ of the dock company.

14342. How was it producing wages to those in their employ when it was stored away?

If I have a warehouse with goods to the value of half a-million in it, I must have labour to look after it; and that would be always going on.

14343. But that would not be this lower class of labour?

Yes; it is lighter work, and they are capable of that. The broad distinction between the two is this: the top man can carry a couple of hundredweight on his back; the poor dock labourer can only work by means of these hand trucks, such as you see at railway stations. The man who can only work with a hand truck is the man commonly valued at five-pence an hour; the man who can carry two hundredweight or a hundredweight and a-half on his back is the man valued at nine-pence or a shilling; that is the broad distinction between them. Since steam and the telegraph came into general use, stocks are not kept; it does not pay a merchant to keep a stock; he says, "The price goes up, a wire is sent to China, India, or wherever you please, and within four or five weeks there is a cargo of the stuff here;" he says, "It is no good my paying dock charges for weeks, months, or years in the hope of getting a rise, when directly there is a chance of getting a rise some of my competitors will wire out to foreign parts, and in three or four weeks that cargo is in, and it has escaped all the charges I have incurred with mine, and has an equal share of the

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the profits." Therefore they do not land and store that cargo, and therefore the labour previously expended in that storing has passed away. That is cause No. 1, and probably the biggest cause. Then there is another, and a very fertile cause of loss to the dock labourer; that is the increase in the transshipment of goods. Ships come from all parts of the world to London, and more or less of their cargo is required in some other part of the world. A vessel comes from New York, for instance; some of her cargo has to go to Calcutta. At one time all these goods were landed, the dock company derived a revenue from them, and the labourer had his share of that revenue; now the goods are put from importing ship's side into a lighter; that lighter is taken off to another ship going to the other port, and the goods are taken then direct; not one farthing goes to the dock labourer; probably representing a loss of, in one shape or the other, 2 s. 6 d. a ton for labour. That is a trade which is increasing rapidly, and that is one which has caused serious injury to dock companies, and therefore to those who work for the dock companies. That has arisen entirely from the wonderful competition in all walks of life at the present moment. A man importing 1,000 l. worth of goods will do all he possibly can to save 5 s. in the transit; and therefore instead of landing the goods and giving a revenue to the docks and employment to these labourers, he takes the goods direct from one ship to the other; that has seriously hit the docks and the dock labourers. Then there is another cause, and that is the sugar bounty; that has exercised a very serious influence upon docks and dock labourers also; when it was cane sugar, that sugar was landed, operated on in the warehouses, and produced the dock company probably 10 s. a ton in one way or the other; of that 10 s., one-half would be expended in labour. With beet sugar not one package is landed; it comes over from Germany, or wherever it may come from, it is put into a barge and goes clean away into consumption. Every ton of bounty-fed sugar that comes into London probably represents a loss of 5 s. to the poor dock labourer, and more to us.

14344. Did I understand you to say that the transshipment trade was rapidly increasing?

It is a very rapidly increasing business, and arises simply from the keenness of competition, requiring every one to look to every sixpence of his expenditure.

14345. Is not this the case with goods coming through the Suez Canal, for instance, that whereas the goods formerly were brought here and transhipped to other countries when they were brought round the Cape, they do not now come here to tranship them?

There is something in that; but I think the consequences of that are perhaps overrated; at any rate, notwithstanding the direct shipment from the East to Mediterranean ports, the tonnage of the Port of London increases; we do lose something from this cause no doubt, but I do not think that is so very serious an item.

14346. I understand then that you employ very little of this inferior labour, this casual labour?

Very little.

14347. But you seem to agree with a good deal of the evidence that has been given on that point by Mr. Tillett as to the condition of these men, and the difficulty they have in getting work and the means they have to employ to get work?

I cannot say that I agree with Mr. Tillett in very many things, because some of the statements he has made, I think, have been made without proper consideration. For example, when he talks about our paying 20 pence to the contractor—

14348. But I am alluding to a particular point. I understand you agree with him pretty well in what he said as to the conditions of this casual labour, and the difficulty they have in getting work; and in regard to the fact that they have to bribe the master-foreman or contractor to get work?

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I am entirely with him as to the difficulties of getting work ; and I think it is quite likely he is right as to some bribery existing.

14349. And I understand you that you think that the condition of this class of labour has certainly not improved ?

It has not improved.

14350. And the reasons are, first, the change that has come over the trade generally ; rapid transhipment, and the effect of telegraphy and of steamships ?
Yes.

14351. They have deprived both the dock companies and the dock labourers of the profit they used formerly to have ?

Of the work which they had before ; but with regard to the high-class labourers their work has increased.

14352. I think you said that the numbers of these casual labourers had increased by the natural rate of increase of population ?

No doubt.

14353. Do you mean by that that it is not correct, as has been stated before us, to say that their ranks are filled by men not able to get employment in other trades ; for instance, agricultural labourers ?

On the contrary, I quite agree that that is a cause of the distress of the dock labourers. The fact is that others who have failed in their own trades have had recourse to the docks, and so ruined the poor dock labourers who have been brought up to that business. They are the people who are suffering. When I was here on Thursday I noticed that of the three witnesses you had before you there was only one who was a trained dock labourer ; one of the others had been in the shoe trade. Why on earth does this gentleman leave the shoe trade to take this miserable occupation of a dock labourer ? Is dock labouring so fascinating that a man will give up a good trade, to which he has been apprenticed, to follow the dock business ; I cannot understand how it happened. The only conclusion one can come to is that the shoe trade is worse than the dock trade ; otherwise why should a man leave the one to get into the other.

14354. When was Millwall Dock opened ?

Just about 20 years ago.

14355. Have you improved the machinery in use much ?

Very large additions have been made to the machinery since then.

14356. Has that had any effect upon the labourer, do you think ?

I did not at all agree with one or two witnesses whom I have heard here with reference to machinery. My experience is, that machinery increases the wages of the individuals who work that machinery. Of course it diminishes the number employed at it, but it increases the wages of those who do work at it. For example, whenever we introduce new machinery we always so regulate our tariff of prices for working that machinery that the men who do work it shall be better off than they were when working with the old-fashioned machinery of our trade. Unless we did that the machinery would never have a fair trial ; therefore we so arrange it that they shall be better off working the new machinery than they were before. The great advantage of machinery is that it enables you to do so much more work in so much less time. It is a common opinion that the introduction of machinery makes an enormous reduction in the cost of carrying on work. It does make reductions ; that I concede at once ; but the reductions are not so enormous as people fancy. Before you can arrive at the economy caused by the introduction of machinery you must first of all debit the work done by the machinery with the original cost of the machinery, in our case hundreds of thousands of pounds ; with the maintenance of that machinery, and the interest on the purchase ; and that makes a serious hole in the amount of the profit. The great value of the machinery is that it enables you to do so much more work in so short a time.

14357. So far as you are concerned, in the Millwall Docks your contractor is the person liable under the Employers' Liability Act ?

Yes ;

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Yes; and I may tell you that I was told only yesterday that one of our contractors (I am bound to say he is the biggest of the lot), during the last three years has paid 600 *l.* in compensation for accidents of various kinds.

14358. Would he be employing all classes of labour?

Yes, he employs all classes of labour.

14359. Do you know anything about the times of calling on the men?

Yes. I should like to say a few words in regard to that. It is suggested by the men that they should be taken on twice in the day only. I think if I were they I should reconsider that opinion. It strikes me if there were any such rule introduced there would not only be public inconvenience, but that the men themselves would lose money. Suppose they were taken on twice in the day, and that those times were eight in the morning and one in the afternoon; it happens that a ship is ready to begin work at ten o'clock; do you think that the dock company would take on men at ten o'clock, and pay them a full day's work; would they not rather wait till one o'clock, let the ship stand till one o'clock, and begin the day's work at one o'clock? The effect would be that the men would lose three hours' work. I think if I were they I should reconsider that. I do not think, with regard to the dock company, that there would be any great difficulty in carrying it out; but to my mind the first injury would be to the men, who, instead of being employed, in many cases six or seven hours, would be employed four hours only.

14360. You think that in spite of the great pressure and hurry they have to get the work they would let the ship, when she was ready, wait there for two or three hours?

It is a question of degree; but I am sure if this involved paying men for hours when they were not at work on the premises, work would be delayed.

14361. You do not think that the dock companies would arrange to have their work ready to commence say at one o'clock in the afternoon?

I think it possible that they could do it; it would be inconvenient for the public, but it would be worse for the men. As I say, if we are ready to begin at ten o'clock to-day, and you say you shall not, that would be bad for the public and worse for the men.

14362. Suppose the men were taken on at eight o'clock?

In that case it would not hasten the despatch of the ship.

14363. The object in view in the suggestion was that the men who cannot get work should have an opportunity of trying to get work elsewhere, and should not be kept hanging about at the dock gates all day long for a job. I gather from you that you think that could be done without any great inconvenience to the docks, but you think it would be inconvenient to the men?

No; I must qualify that. I think there would be a public inconvenience from that; the work is delayed, why? In order that you may not break a rule which does not allow you to engage men except at particular hours.

14364. Do you not think that the work could be arranged so as there should not be delay?

It would be a restraint of trade.

14365. On a ship coming into dock, could you not arrange to begin discharging the ship at eight o'clock in the morning?

The Merchant Shipping Act says that a steamer entering dock shall retain her cargo on board, in the absence of any special agreement to the contrary, till 24 hours have elapsed. She enters dock at ten this morning; her time will not be up till ten to-morrow; I cannot begin her at eight.

14366. Then she could not enter at eight, I suppose, because of the tide?

On account of the varying tides.

14367. You cannot commence upon her till 24 hours have elapsed, you say?

Everything that I say must be taken broadly. Some ships in their charter or bill of lading have it expressly stated that they shall be at liberty the

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moment they enter the dock to begin to discharge; but the rule is that 24 hours must elapse.

14368. Do you mean that the majority of ships coming into the London docks have to wait 24 hours?

That is the general practice with steamers; with a sailing ship it is three days; they are bound to give the owners of the cargo 72 hours in which to make their arrangements for getting the cargo away from the ship; but in the case of steamers they are bound to allow 24 hours.

14369. That would not affect the mail boats?

Unless there were a special contract; boats of any kind in a violent hurry get over that difficulty commonly by landing the cargo during the 24 hours at their own expense; that is take it out of the ship and put it on to the dock quay, and when the people come 24 hours later they find the goods on the quay and take them away. That is an expensive process, but is very often done.

14370. I will ask you a question about what has been alleged in evidence, about men being taken on in the morning, discharged again before the dinner-hour, and taken on again after the dinner-hour, for the sake of saving the dinner-hour?

That has never happened in the Millwall Dock; and a day or two ago I was inquiring of our contractors whether they had ever adopted or heard of such a practice, and the invariable answer was, "No;" and one of the contractors accompanied his answer with the statement that it would be simply shameful to do such a thing, and I think every one connected with docks would concur, it would be shameful to turn men off at a particular hour at dinner-time, and to take them on again after for the simple purpose of saving that time; such cases must be very rare.

14371. As far as your knowledge is concerned, it does not occur at Millwall? It never has done.

14372. And you take it from the men who do your contracts that they never do it?

A man's mates would be sure to hear of it, and he would never hear the last of it, if he did that.

14373. You take it, on the assurance of your contractors, that it is not done?

And it is never done by the company; and it never was done when we had hundreds or thousands of those men at work. There was one point where, I think, there was a little grievance established. Now, the chief hour at which men are taken on is the first thing in the morning, say, eight o'clock; and if a man be taken on at eight o'clock and paid off, I will say at nine, he has lost the best chance he had of getting work for the remainder of the day. I think, myself, there is a little hardship in that. I am only speaking for Millwall but not for anybody else, but I do not think on the Millwall Company's part, or their contractors', there would be any difficulty in making an arrangement by which if a man were taken on at eight he should not be discharged until he had put in a certain number of hours. It is hard, a man does suffer from it, he loses his chance, it is a grievance, and I have not a shadow of a doubt that my directors and the contractors will be very happy to remedy that grievance. It is the first time it has ever been brought to my notice. We should have to safeguard the remedy; because if a man were taken on at nine or eight, knowing that he was going to be employed till eleven or twelve, and could not sooner be got rid of, he might take very little interest in his work during that time, therefore we should have to impose a condition that where that rule operated the condition should be good behaviour on the part of the man. These are rare cases with us, but it is a grievance that ought to be remedied, and I do not think that I need hesitate for a moment to say my directors will remedy it.

14374. Your dock is principally a grain and timber dock?
Grain and wood; a very miscellaneous business.

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14375. Is it chiefly sail or steam?

Almost all our trade is steam; probably there are 19 steamers to one sailing ship.

14376. Your experience is that the steamship is superseding the sailing ship?

Yes; of sailing ships there are next to none comparatively. Not many years ago the bulk were sailing ships; there is no comparison between the quantities now and formerly.

14377. At any rate in your trade there is no tendency to the increase of sailing ships?

At one time there was a little bit of a spurt of building sailing ships of an unusual size, ships that would carry 3,000 or 4,000 tons. It was thought that a ship carrying 4,000 tons of cargo *pro rata* could be sailed much more cheaply than one carrying 2,000. But sailing ships have gone by.

14378. You spoke just now of employing stevedores in discharging ships; their proper function is stowing cargo, is it not?

Yes; that is where they get their name from, from the stowing of cargo; still those who can best discharge any ship are the same class of men as those who can best load.

14379. Do you mean that stevedores are employed indifferently in loading and discharging?

With us they are; a master stevedore will load or unload a ship where he is permitted to do so. In other docks than Millwall, he is not permitted to discharge a ship.

14380. Earl of *Derby*.] You told us of the rule by which ships wait for 24 hours before discharging; in whose interest is that rule made?

In the interest of the merchant or importer. You see with steamers, which are very costly, there is a disposition to save every hour they possibly can, and therefore the desire of the owner of a steamship would be, the very moment she is in dock, to get rid of the cargo, because the sooner she would be available for another freight: but the merchant is not in a condition to receive his cargo at a moment's notice, and Parliament introduced that, I believe, as a reasonable agreement between the shipowner and the consignee.

14381. Then you spoke of the loss incurred by the substitution of beet sugar for cane sugar, and you told us that beet sugar coming from the Continent was not habitually warehoused?

Very rarely indeed warehoused at all.

14382. Why is cane sugar required to be warehoused, and beet sugar not?

I think the beet sugar is in a condition to go into a man's tea at once, whereas the cane sugar required more or less operating on. As a fact there are warehouses for sugar now in the east of London empty, or with scarcely a package of sugar in them, that formerly contained many thousands of tons.

14383. You have spoken also of the increase of the practice of transshipping goods; can you say why that has increased lately?

Entirely due to the competition which has necessitated every man saving every sixpence he can on every transaction.

14384. I suppose it is always the more economical plan, if practicable?

Always; but there was not formerly the same urgency for economy as now.

14385. People did not look so closely after economy?

No; business is often carried on now without profit.

14386. Earl of *Aberdeen*.] You gave us an interesting incident with regard to a so-called experiment in the way of co-operation; that trial could not have been in accordance with the principles of co-operation in the usually recognised sense, could it?

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I think so; it struck me to be exactly that which certain witnesses who have been before you desired.

14387. Without reference to what witnesses may have stated in that sense, would not the term co-operation be more correctly applied, supposing there had been an arrangement between the dock company and the men as to the latter having some sort of share in the profits?

Looking at co-operation in that light, it would be utterly impossible; no dock company knows what its profit or loss is, perhaps for weeks or months.

14388. I was not suggesting that such a thing was practicable, but I was asking whether that would not be termed, more correctly, co-operation?

Probably that is a more true interpretation of the word co-operation.

14389. This experiment seemed to fail on account of the men not treating their appointed intermediary as such?

They were all officers, and no men; that is where, practically, it went wrong; it is to be expected, it is not peculiar to dock men.

14390. Then I think you mentioned that there were about 200 corn porters in your employment, more or less, permanently?

Yes.

14391. I am not sure that you stated the total average number of men more or less employed in the dock?

Last week we paid 3,000*l.* and odd for wages; that is for all classes. I should say that latterly we have been extremely busy; there has been a wonderful improvement in the shipping trade within the last two or three months, and all the docks have been busy; but sometimes it may happen that we are not paying more than 1,000*l.*

14392. The average earnings of the corn porters might be put at 30*s.* a week?

Thirty-two shillings a week, those whom I particularised.

14393. Can you further mention the average pay per hour of the total body of labourers in your dock?

The poor men earn 5*d.* an hour, that is a fixed rate; we should not think of asking men to work for less than that; the contract men earn 1*s.* an hour on piece work, or 9*d.* an hour working at that kind of work, but at hourly wages.

14394. You referred to the evidence which we had as to men leaving other trades, and to the obvious fact that men leave other trades, so as to swell the number of dock labourers; might it not often happen, without discredit to such individuals, that depression in trade would cause them to desert their previous calling in order to take to haphazard work?

I am not suggesting, for a moment, that they leave their ordinary calling from any discreditable reason, but there is the fact that a dock labourer's is looked upon as the most miserable occupation a man can follow, and yet people are flooding into it from all other occupations.

14395. Would not that merely prove that, generally speaking, there has been a great depression in various trades; we all know that?

We all know it very well.

14396. And that has been the reason for these men coming to the dock?

Yes, and it establishes that other trades really are a little worse than the dock trade, or they would not leave the good to come to the worse.

14397. You mentioned also, that many years ago in your earlier experience, there was the same struggle and pressure for work as there is now?

Just the same; if you wanted 100 men for any work there were 200 to do it; and I see very little difference there.

14398. As to the transshipping which you mentioned, is that work done by the crews of the respective vessels?

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No, foreigners would do it; but foreign vessels are so few that you may leave them out of it. Speaking broadly again, the dock companies do all the discharging.

14399. But does it not require as much labour to discharge a cargo or portion of it into a lighter as on to the quay?

Yes; but in the one case you create a new operation; it has to go into the lighter ultimately, if it is put into the dock store. If it is for transshipment it is put into a barge at once and done with, and the dock labourer does not get anything of it. In one case you get the lighterage only; in the other landing and lighterage.

14400. What men perform the labour in the case of the transshipment?

No men are required other than those discharging the ship.

14401. They would be dock labourers?

Stevedores; but in the other case you would get the discharging of the ship plus the operation on land.

14402. May I ask if you think that this improvement in trade of which you have spoken will appreciably benefit the mass of dock labourers?

No; I do not think it will materially improve their position, because the improvement is in the class of work which finds additional labour for the able-bodied and skilled dock labourer, but not for the poor unfortunate fellow who is trusting entirely to the five pence an hour; we will call him the weakly man.

14403. You made an interesting remark also about the benefit which a union would be, even to the employers in some respects, in the case of dock labourers; do you think there is any prospect of that being established?

I am afraid not; the dock labourer, as very truly represented by Mr. Tillett, has no money. One gentleman stated that their average earnings were 3 s. or 4 s. a week, some miserable sum; what can you expect from men like that; moreover what chance of a union is there when new men are flocking in every hour of the day.

14404. Is it not also the case, and perhaps very naturally, that if a man begins to move among his fellows in the direction of advocating a union, he is looked upon with distrust and disapproval by his superiors?

I think a great deal too much has been made of that. Speaking of Millwall Docks, no one there busies himself with whether a man belongs to a union or not; all we care about is whether the man can and will do a fair day's work; we should not think of inquiring what he did with the money he earned.

14405. I was not referring so much to the superior officer, still less to the general manager, but to the foreman; would not such a man be looked upon with distrust by them?

No; most of the foremen are men who have been labourers in their day; they are not so inhumane as was suggested by one gentleman who came here. One gentleman suggested that the first thing a contractor did was, when he got a job to find out some loud voiced and powerful fellow who could bully and row, and, if necessary, thrash the men working under him. As I said, there are dock labourers and dock labourers. Tom King, who died the other day, who was the Champion of England, and who thrashed Heenan the American giant, was one of these very dock labourers, and worked under me 30 years ago; and he would have been a tough customer if any man had tried to bully him.

14406. He was not a bully himself?

No. He was not by any means head and shoulders over all his mates; they very closely approached him. They are splendid fellows, they can do anything.

14407. But unfortunately there are a great many of a lower class?

(50.)

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These

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[Continued.]

These poor fellows who earn 5 *d.* an hour are the most pitiable race you can find.

14408. And it is in them that we are more especially interested?

And things are not improving with them, I am afraid; things are becoming worse. It is the last resort of the poor man, dock labour; when everything else fails he takes to that.

14409. Lord *Monkswell*.] You said that you believed there was a good deal of treating; Colonel Du Plat Taylor said that he thought there was a considerable supervision kept over any bribery or treating which might take place between the foremen and the employed?

There is no treating at Millwall, because we have none of those men to treat. Dock labourers do not live at Millwall; they live more at Shadwell and East Smithfield; and if anyone had said to me before I came, before I read this report and heard the evidence of Mr. Tillett and others, I should have said that there had been a good deal of exaggeration in that matter; but I am not in a position to say that it is not exactly as they describe it.

14410. But might there not be very considerable bribery that you know nothing about?

Yes; but there is this one difficulty which seems to me to have been overlooked altogether in dealing with this bribery question. Take our work; all our work is done by contract; do you think that any one contractor is going to accept a bribe of a pint of beer from a man, and take that man on when he is unfit to do his work? He is getting a pint of beer and employing a man that he would have to pay the same to as to an able-bodied man. Is that probable? And these contractors are quite keen enough to look out for the very best men to be found; and a pint of beer is not to be measured with the contractor against the difference between a good man and a bad man.

14411. If there was no great choice, the treating might make a difference, I suppose?

I do not think there is anything in that.

14412. Has any foreman been discharged for bribery?
Not at Millwall. I never heard it suggested.

14413. You never heard of a case of bribery?
Never.

14414. You do not take any trouble to find out?

If there was the least suspicion of it we should take a good deal of trouble to find it out. If a man would take a bribe for that he would do something very much worse.

14415. You say that your hours are from eight to six; that is ten hours; I suppose you deduct an hour for dinner, making nine hours' work.

Not quite an hour; it depends entirely upon the work the men are at. Supposing they are doing any work in connection with a stevedore; supposing a stevedore is discharging a ship, and we are taking the cargo from the ship and putting it into the warehouse, they will have an hour for dinner, because the stevedores require and take an hour for dinner, and our men do the same. On the contrary, during the early part of my time the recognised time for dinner was only 20 minutes; that has grown of late years to half-an-hour, and if the work be in a warehouse, where no one but these particular men are concerned, a half-hour only is allowed.

14416. *Chairman*.] You spoke, in answer to Lord Monkswell, about the foremen not being bribed, and in the answer before you spoke about the contractor; do you mean the foreman or the contractor?

We have the contractors; the contractors were our foremen, and therefore I understood his Lordship to mean that.

14417. Lord *Sandhurst*.] Do I understand you that the contractors are the persons who engage the men?

They engage their own men.

14418. Would

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[Continued.]

14418. Would it not be possible for a contractor to set aside the union man and at the same time the authorities of the dock company would not know anything about it?

Such a thing is possible, but it is not very probable; the contractor only cares who will do the most work for the same money; that he really has the best man. If a man who is a union man can do 5 per cent. more work the contractor will take the union man in preference to the non-union man.

14419. Then suppose that these union men were set aside, how would the authorities of the dock find it out?

Any man who feels himself aggrieved always manages to find means some way or the other. The thing may simmer for a time, but not always; it boils over at last.

14420. Do you find that your relations, as employers with the employed, are as good or better than they were; do they improve?

Ours were never in a dissatisfied condition, excepting when we had this little brush about the co-operative business.

14421. On the whole, you say that the feeling is more cordial than it was between yourselves and the employed?

I have no doubt, because the great bulk of our men are men who earn good money. There is one rather interesting subject, if I may make a remark on it. I heard a most remarkable statement as to the number of dock labourers.

14422. *Chairman.*] It was put by Mr. Tillett at about 100,000.

It was said by someone that probably the number was 200,000.

14423. Some other authority?

Yes; some work was mentioned which gives that number. It does not require much thought to see that that is absolutely impossible. If there were 200,000 men employed in the docks, they and their families would represent a million souls. I suppose no one suggests for one moment that, taking the population of London as somewhere about 4,000,000, one-fourth of the population is devoted to dock work. The idea is monstrous.

14424. Mr. Tillett's estimate is 100,000. Of course, you are aware that he included not only the docks, but all the wharves?

Yes; all the wharf labour.

14425. I think he said that 70 per cent. of the men were married?

Seventy out of the bulk would be a reasonable per-centage. He suggested that it was nearer 100,000 than 200,000, which is no doubt much nearer the truth; but then comes the question, what do the 100,000 men mean? Is it meant that there are 100,000 men in London who for more or less days during a year have worked at the docks? If it means that, I think it possible it may be so, because they are such a fluctuating body; but if it be meant that there are 100,000 men employed or waiting for employment at the dock or wharf gates, it is a monstrous exaggeration. The docks of London pay on an average 20,000 *l.* a week for wages; that is the average payment of all the docks in London put together. This 20,000 *l.* covers men of all classes; it comprehends policemen, gatekeepers, carpenters, bricklayers, engineers, sailors, tallymen, messengers, clerks receiving weekly wages; it covers the whole lot of them; so that I should doubt whether 15,000 *l.* a week are paid in pure labour; labour pure and simple; and I should doubt very much whether there is a single day in the year when you can find 20,000 men engaged in all the docks in London.

14426. Docks and wharves, do you mean?

I speak of docks first. I doubt whether any day there are as many as 20,000 men employed on all the docks in London. We will assume on some busy day it is so. If you add to those 20,000 men 10,000, as representing men doing dock work at wharves on the Thames, that would be quite sufficient; that would be 30,000; and I should say that that would be the very maximum number ever employed in one day. Mr. Tillett, I think, estimated that about

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[Continued.]

60 per cent. were unemployed; if so, that would bring it up to 75,000; but that is working on the extreme estimate of 20,000 a day. I think if you put the men who do more or less earn their living from dock work down at 50,000, you have about the figure; certainly it is not much more than that.

14427. You gave us a contract; could you give us also a schedule of dock charges?

You can have one by all means; I do not think they would be very intelligible to a non-professional mind.

14428. I think they might be useful to us?

I will send one to you. They are precisely the same as at the other docks; having one you have all.

14429. You spoke just now of the competition among the docks having increased; do you suppose that the competition of the wharves with the docks has increased?

Yes; it is quite as keen as ever it was, perhaps more so; with bad times competition is always increasing, and docks and wharves have had, in common with the rest of the world, extremely bad times these last two or three years; therefore there is great competition.

14430. About this transshipment; I presume, you mean, in speaking of the transshipment, transshipment for distribution at home?

No; I mean on the contrary, that goods come from America or Canada, and are transhipped to Australia or Calcutta.

14431. And that you say is increasing?

It has increased very much of late years; so that it is a big business where it was a very small one.

14432. What you say is obviously correct about its being an advantage to the contractors to get the work done as well as they can, and as cheaply as they can, and to get the best men for the purpose for the money. The bribe of a pint of beer would be as nothing compared with that; but assuming that there are a number of men equally capable of doing the work, then the offer of a bribe, even of a small amount, might come into play; might it not?

Then it might; but if you consider the relative positions of these men, I think you will see that such a condition of things is not likely to prevail. This contractor is a master with power of immediate dismissal of a man if he is not satisfied with him; do you think that a man like that is likely, for the sake of this trumpery twopence, to place himself in so false a position as not to be able to speak his mind to one of these men?

14433. We have had it in evidence before us that there are a considerable number of men among these casuals, men physically capable of doing any kind of work, who are unable to get work through the great competition among them?

That is so.

14434. And that the men selected (not particularly at your dock; I do not think that was mentioned) are selected through favouritism therefore, or through bribery?

I have had no experience of that; I have read of it, and heard evidence given in this room, and therefore I am bound to suppose that there must be some foundation for it; but it comes upon me with great astonishment. Some one connected with the other docks will probably be able to speak very decidedly on that point.

14435. I think you told us that you had some 30 men contracting?

Yes, about 30.

14436. Lord Archbishop of *Canterbury*.] In spite of the very varying number of men you employ, still every able-bodied man does get work for every day in the year; is that so?

No. If you confine yourself to those whom we call the countrymen, that is so.

14437. But

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[Continued.]

14437. But not the great mass?

No; beyond them, not so.

14438. Have they many days in the year unemployed, I mean the very fine men?

Their work does to a certain extent vary. The men on the top of the list will have something like a full time; those lower down on the list will get a less time.

14439. If, as you say, one week you have two gangs at work, and the week before that you had 60 gangs at work, there are 58 gangs that are doing nothing?

No; because these deal porters and corn porters are fine powerful men: they can do almost any kind of work; if there is no work in the grain they trust to the wood, and if there is not work in the wood trade they will look to guano.

14440. Still in you docks?

Still in our docks, or, failing that, elsewhere.

14441. But taking your dock, I understood that in one week you would have only two gangs at work, and in another 60?

Yes.

14442. Are these men upon the whole unemployed; all but the very best.

No; these high priced men, taking them altogether, earn good wages all the year round. Perhaps their greatest enemy is the weather; their work, or the great bulk of it, is open air work. If we have a day like this, when it rains very heavily, their occupation is gone; they have lost a day. These fine fellows have a capital in their strength; they are not dependent like these other poor fellows upon other people; they can command work, and they get it fairly well throughout the year. They have good times and bad times, the same as others have; but they get on fairly well all the year round. There is one important thing though; I have known these corn men earn over a sovereign a day; they have made a very long day of it, and have worked uncommonly well, and were entitled to, and worthy of, every shilling they got; but they have got the sovereign. If a man does earn by luck a sovereign by a very hard day's work, he can afford to lie by. In the case of these men their money is irregular; sometimes the sum is very big that they earn, and at other times they may be lying by for one or two days; but they earn very fair wages all the year round; and what satisfies me of that is this, that they have got the physical strength to do the work; no man in a starving state could do the work these men do; they live well, and they work well.

14443. They cannot be ever said to be numbered among the unemployed, if we understand the unemployed to mean the distressed?

No; they are a totally different class of men; they are dock labourers; but they are the aristocracy of the dock labourers.

1444. Is there no great increase of their class going on, the shilling an hour men?

A casual labourer, if he has strength and is steady, soon picks up more or less skill as a casual, and he will by degrees work into the higher class, but the physical strength is the first condition; a physically strong man is tolerably sure of work; it is these poor unfortunate fellows, most of whom are without physical strength; the very costume in which they present themselves to the work prevents them doing work. The poor fellows are miserably clad, scarcely with a boot on their foot, in a most miserable state, and they cannot run; their boots would not permit them. They are the most miserable specimens; there are men who are reduced to the direst poverty, men with every disposition to work well, but without the strength to do it. There are men who come on to work in our docks (and if with us to a much greater extent elsewhere), who come on without having a bit of food in their stomachs, perhaps since the previous day; they have worked for an hour, and have earned 5*d.*; their hunger will not allow them to continue; they take the 5*d.* in order that they may get food, perhaps the first food they have had for 24 hours. Many people

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complain of dock labourers that they will not work after four o'clock. It is the fact that the great bulk of these poor dock labourers will not work after four o'clock. Of course by working from eight to four they would get 3s. 4d.; they might have the opportunity of earning two or three hours more work, and make 10 or 11 hours work, but most of them will not do it. It is a great source of complaint with some people; but really if you only consider it, it is natural. These poor men come on work without a farthing in their pockets; they have not anything to eat in the middle of the day; some of them will raise or have a penny, and buy a little fried fish, and by four o'clock their strength is utterly gone; they pay themselves off; it is absolute necessity which compels them to pay themselves off; their strength will not allow them to go on; they want food and they want money, and are anxious to invest it in food. Many people complain of them for not working after four, but they do not know the real reason.

1445. Could the work in your dock be done if there was no large class of casual dock labourers?

We could rub on, because we employ very few of them; our work is of a heavy and rough character, and can only be done by the physically strong. At this season of the year we employ a fair number of the poor men. This is what they call the fruit season: these little boxes of figs and raisins you see in the shops came over from Smyrna, and from ports in Greece; a poor weak man can handle those, and the poor dock labourers are employed to do that. We may have 100 or 150 at that sort of work day by day, but that is the only time when we employ them.

The Witness is directed to withdraw.

Ordered, That this Committee be adjourned to Thursday next,
Eleven o'clock.

Die Jovis, 29° Novembris, 1888.

L O R D S P R E S E N T :

Lord Archbishop of CANTERBURY.
 Earl of DERBY.
 Viscount GORDON (*Earl of Aberdeen*).
 Lord CLINTON.

Lord CLIFFORD OF CHUDLEIGH.
 Lord KENRY (*Earl of Dunraven and Mount-Earl*).
 Lord MONKSWELL.

LORD KENRY (EARL OF DUNRAVEN AND MOUNT-EARL), IN THE CHAIR.

MR. FREDERICK JOHN HOVEY is called in; and, having been sworn, is
 Examined, as follows :

14446. *Chairman.*] WHAT is your business?
 A stevedore.

14447. What has been called a master stevedore?
 Yes.

14448. Are you employed at the Millwall Docks?
 Yes, chiefly; and at the Surrey Docks.

14449. What kind of work do you do at the Millwall Docks?
 Both load and discharge.

14450. Do you take work by the contract?
 For the shipowner, and part for the dock company, but that is very trifling;
 just the wood that comes to them, that is all.

14451. Would you be one among the 30 contractors that were mentioned to
 us as doing the contract work?
 No.

14452. Nothing to do with them?
 Nothing to do with them.

14453. Then what work do you do for the company?
 Simply the wood of ships that are put on the company to discharge; that is
 very trifling indeed.

14454. And do you contract for that?
 Yes; the contract is this; that I have the whole of the money the dock com-
 pany receive, and allow them 5 per cent. for the working, for taking the work;
 then I look to them for the money.

14455. Then do you execute that contract yourself?
 Yes; I do not let anything.

14456. Now as to the work you do for the brokers; that would be dis-
 charging?
 And loading, both.

14457. How is that done?
 That is at per standard, or per ton.

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[Continued.]

14458. What do you mean by "per standard"?

The way that goods are bought by the Petersburg standard, 165 cubic feet to the standard; that is the timber-trade business.

14459. Do you take a contract for doing that?

Yes; I have a standing rate with the ships; with the owners.

14460. You take a contract from the broker to land this timber?

To discharge it, either on to the shore or into barges, as the case may be.

14461. Then beyond that you have nothing to do with it?

Nothing to do with it at all.

14462. And your contract is at so much a ton, or so much a standard?

Yes.

14463. Can you tell us what the prices are?

For deals it is 2 s. 3 d. to 2 s. 9 d. a standard; that is, 2 s. 9 d. for boards and 2 s. 3 d. for deals; a quantity of plain boards come there ready manufactured.

14464. And in other work?

General cargo, 1 s. a ton discharging, 1 s. 3 d. loading, generally; that is for smaller portions. If it is a very large ship I can do it for a little less.

14465. What would you call a large contract?

Two thousand or 3,000 tons.

14466. Of general cargo?

Yes, of general cargo.

14467. Would that be generally in one ship?

Yes, certainly. I have got a boat loading now that will take away 3,000 tons on Sunday morning.

14468. Do you contract ever to discharge or load a number of ships?

I have done this year now nearly 400 steamers.

14469. I mean in one contract?

The simple contract is to take the ships that arrive; we do not ask any questions; we do all the work for the office.

14470. Is your contract limited to one ship; or would you have a contract to discharge three or four, or half-a-dozen ships?

I can hardly say; I have a standing price with the owners; there is no written contract, merely a verbal contract to do their work, whatever crops up.

14471. I want to know, as a matter of fact, do you contract to discharge a number of ships in one contract, in one order?

No, I do not.

14472. Only one at a time?

Only one at a time, but the same contract stands; there is no question that arises, not from ship to ship.

14473. How do you mean, "no question arises"?

Not any fresh agreement.

14474. I understand from you that there is a regular contract price?

Yes.

14475. And then you must have a separate contract for every fresh job you take?

When the ship arrives we simply go on board and do it; we do not ask any questions.

14476. You know the amount to be discharged, I suppose?

We get all instructions.

14477. You know what you have to do?

Exactly.

14478. I understand,

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[Continued.]

14478. I understand, then, that you only deal with one ship at a time?
Sometimes there are three or four working out at one time.

14479. I mean yourself as a contractor; would you be dealing with only one ship at a time, or with three or four?
I might be dealing with 20.

14480. You would be unloading 20 vessels at a time, do you mean?
I have had 22 at once.

14481. Would all those be vessels of 2,000 or 3,000 tons?
No; I am speaking of 3,000 tons in the case of one ship.

14482. Might that happen in 20 ships?
No.

14483. In this case of the 20 ships, how many would it be?
It would be from small to large; some might not be more than 500 tons; some would be 1,000 tons.

14484. Do you remember what the case was when there were 20 ships
That was four or five years ago, when there was a very heavy glut.

14485. Have you any idea what the tonnage would be then?
It might be 16,000 or 17,000 tons; brigs, and all sorts of things.

14486. You superintend that all yourself?
I have three sons in it, and 10 standing foremen.

14487. I suppose you exercise a general supervision over it all yourself?
I go round the dock nearly every morning, and see to the office, and to the London business; that is as much as I can manage; my sons superintend.

14488. How do you get your labour?
I do not employ the Amalgamated Society's men; I hold myself a free man.

14489. You are speaking of stevedores?
Yes, and my labour; the chief of it has worked for me for many years, which I have trained myself to our own work.

14490. Men that you would be permanently employing?
Nearly. I have about 200 men who do not work for anyone else. If we have not got anything to do, it is only for a day or two.

14491. They would be working at both stowing and discharging?
Both.

14492. When you get a great glut, how do you manage?
Then we have to pick up anyone we can.

14493. Then you employ these men who have been called "casuals," I suppose?
That we cannot do with at all; they are only in the way.

14494. Where do you get the men then?
We must have somebody with some strength in him anyhow.

14495. Where do you find them?
We go and get hold of mechanics, or anything, that are out of work.

14496. How do you get hold of them?
One man generally knows where another lives; if we know over-night we can generally pick up a few people.

14497. How many men do you suppose you were employing on those 17,000 or 18,000 tons, in the 20 ships?
We did not put so much force into ships then as now.

14498. How many would you be employing then?
You may put it on an average 15 to 20 men a ship.

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[Continued.]

14499. Then you would not on that occasion have had to get a great number of men beyond your usual men that you employ?

No; and sometimes the ships are stopped working for want of barges, or something of that sort; or blocked up on the shore.

14500. I understand that when you were dealing with these 20 ships, and discharging about 17,000 tons of cargo, you were employing only about 20 men to each ship?

Something like that.

14501. How long would it take you to do that work?

Under a week.

14502. Is not that a long time to take in discharging ships?

Yes; but when there is great pressure they must put up with it.

14503. You would employ, under the greatest pressure, something like 400 men?

In the month of August this year I had something like 700 men at work at one time.

14504. And you have told us that you employ generally 200; that would be an excess of 500 over your average?

Yes.

14505. What I want is to find out from you where you got those 500 men?

That is on both sides of the water. There are a lot of people that get their living from deal work over in the Surrey Dock that are not working for me over in Millwall; and if other people are slack I can get the people there.

14506. As a matter of fact, you have not any great difficulty in getting any amount of labour you want without using the casual labour?

No; without there is a very great pressure; without everybody is busy as well as ourselves; then we cannot get along so fast; there are times when really we cannot get on for a day or two.

14507. How do you pay your men?

By the hour.

14508. How much an hour?

Eightpence an hour for a good man, and 7 *d.* an hour for a middling one; and 1 *s.* an hour overtime.

14509. Is any of your work done by piece-work?

A very trifling amount indeed. The only thing that I give away piece-work is what the men ask for; that is the iron which is in the bottom of the ships and the steamers; and we make it a rule to give them that. Some ships pay 8 *d.* and some 9 *d.*; and if it is what they call "awkward iron" they will not have it piece-work at all; they do it day-work then.

14510. What is the object of doing that by piece-work?

It is done quicker; a man will earn 1 *s.* an hour piece-work; they will not have it if they cannot get that.

14511. The men, as I understand you, propose that piece-work; it makes no difference to you?

It does not; we do not make any more profit out of it.

14512. You merely do it to oblige the men?

And we save time; they do it quicker, and they get the money.

14513. And that they prefer themselves?

That they prefer themselves.

14514. If the men did not prefer it you would not do it?

No; I should do it all day-work, for I profess the day-work myself; I profess to do all my work day-work; I do not like piece-work.

14515. Now,

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Mr. HOVEY.

[*Continued.*]

14515. Now, do you sublet any of your contracts ?
None at all.

14516. When you were unloading these 20 ships, for instance ?
I do not "sub" anything.

14517. You do not sublet in any shape or form ?
No. In regard to the outside work of the deals, there are gangs that work in the docks that do nothing else, that make a practice of doing ships outside work at so much per standard ; that is like a business of their own, and they do this outside work, carry the deals from the ship's side on to the quay.

14518. That has nothing to do with you, has it ?
I have to pay for it ; it has that to do with me.

14519. Let me understand more clearly what you mean ?
I undertake to discharge the vessel ; this is a thing that has been brought on not by Act of Parliament or by law, but by practice, that to get the ship out you have to get rid of the stuff somehow ; if you want to get the steamer out quick you must put the goods out on to the shore ; if the dock company do not put the people there you must get rid of it, and it has come into a regular practice that the men shall take the deals from the ship's side, and so we pile them along the quay to make room to get the cargo out. I have to pay that expense, and we pay 9 *d.* a standard for deals and 11 *d.* for boards ; that comes out of my 2 *s.* 3 *d.*

14520. Two shillings and threepence would be your contract price for discharging this standard ?

Yes ; and they get 9 *d.* out of that.

14521. Out of that you have to pay 9 *d.* to the men to take it and pile it upon the quay ?
Yes.

14522. You have to do that before it is dealt with by the dock ?
Yes.

14523. And that, of course, would not come under the head of sub-contracting ?
No, not at all.

14524. How do you pay the men in that case ?
When they have done the job I give them the money.

14525. Do you give each man the money that is due to him ?
Probably one man takes it, and they divide it amongst themselves ; they all share alike ; they earn 1 *s.* to 1 *s.* 2 *d.* an hour.

14526. Do you know that they share it alike ?
I am certain. They are Irishmen ; they would not allow one man to have a penny more than the others.

14527. Do you think that the Englishmen would submit more readily than the Irishmen to one man being paid more than the rest ?
Well the Englishmen will not do the work.

14528. Why is that ?
It is hard work.

14529. But not badly paid ?
Well paid ; but it is really so ; the Englishmen do not care about that job.

14530. Can you explain why ?
Well, it is rough work, very rough work.

14531. What do mean by rough work ?
Hard work, dragging the very soul out of you to do it.

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[Continued.]

14532. Is it harder work than carrying sacks of grain or anything?
I consider it so.

14533. Do you consider it the hardest work that is done in the dock?
Yes, I am sure it is.

14534. And it is paid, at what rate do you say?
They do not earn less than a shilling an hour.

14535. And you pay one man, I suppose, the ganger, the foreman of the gang?

They are all together, and one man says, "Shall we do this?" and I say, "Go on and do it."

14536. I asked you whether you pay the ganger?
We pay the ganger; they are all together.

14537. It has been complained of in evidence that the fact of paying the whole wages of half a dozen men to the ganger means that they have to go and get change in the public-house; would it make any difference to you if you paid each man his wages?

If you have to pay 100 l. or 150 l. in a day for work, the silver wants getting, and the coppers, and all that sort of thing; if there are half a dozen men together and you give one man the money for the lot and they all consent to it, I see no harm in it.

14538. That saves you trouble?
Yes.

14539. Would it give you great trouble to pay each man his wages?
You would have to have 50 l. of silver in your pocket all day.

14540. You have got no office?
Not the other side of the water.

14541. In Millwall Dock does the same thing occur?
We pay everybody individually there.

14542. Does the same thing occur there that you have been describing; are the deals piled up in the same way?
Just the same way.

14543. And does your price vary that you pay for that work?
No, it is about the same thing. I never gave a man less than 7 d. per hour, or 8 d., as the case may be.

14544. Is not this work that you are speaking of, piling these deals, done by piece-work; does not a man say, "I will do it at such a price"?

But what comes in to Millwall Dock is only part parcels; it is different from what comes into the Surrey Dock, perhaps 50 standard or 100 standard, and then we do it with our own people, day-work.

14545. In the other case is it done by piece-work?
If it is an entire cargo we give them piece-work if they like.

14546. I want to find out, when you have got so many standards to be dealt with, does a man come to you and say, "I will do it at such a price"?

We always pay the same price; that is if we thought the gang that asked for it was good enough.

14547. Suppose another gang would do it cheaper?
I would not give it to them.

14548. Not if they were equally good?
No; I believe in one price.

14549. You mean to say that if you could get the work done cheaper you would not accept it?

There is no fear of its being done cheaper; they will not do it.

14550. You

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14550. You mean they will not undersell each other?
Not less than that; that is 9 *d*.

14551. They never offer to do it for less than that?
They would ask 10 *d*. if they could get it.

14552. As I understand you, you have no written agreement or contract?
No written agreement at all.

14553. As to these foremen of yours, what are their duties?
Each man is told off to a ship to take to the work and do it the best way he can; they have been with me for some years, and perfectly understand their business. They are sent aboard the ship; each foreman employs his own gang, and as the men knock off, so I have pay-sheets, and all the men's names put on them, and I have one son who is cashier, and he pays the men straight off.

14554. The foreman hires his own men?
Yes.

14555. But you settle the rate of wage?
Yes, I settle the rate of wage.

14556. The foreman has nothing to do with that?
There is a standing rate of wage; there is no question asked.

14557. The foreman has nothing to do with it?
Not with the rate of wage; only the time.

14558. And he selects his own men?
He selects his own men; but every ganger has people that follow him; and the foreman has one standing wage.

14559. How do you mean, "people that follow him"; do you mean that he knows a certain number of men who will work for him?
Yes, that is what I mean.

14560. Would it come to your knowledge if there was anything like favouritism on the part of the foreman, or being bribed?
Instantly.

14561. How would you find it out?
Because we are always on the spot.

14562. But it is not on the spot that it is done; how would you find out that the foreman was being bribed?

It would not pay a foreman to put himself under those difficulties, a man getting three pounds a week standing wages, work or play, when he knows it is against our wish; for the sake of a drop of rum, or a pint of beer, or anything of that sort; I think it would pay them better if they would keep clear of such things as that.

14563. Do you think they do keep clear of it?
I am sure they do.

14564. But you could not tell that from your personal knowledge?
I cannot credit the statement at all.

14565. Have you ever heard any complaint of it?
Never.

14566. As a matter of fact the foreman is the man who selects the labour?
That is the fact.

14567. And he is the men's master?
He is the men's master; he is at liberty to discharge them and take them on.

14568. He can discharge them whenever he likes?
Yes.

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[*Continued.*]

14569. With the one exception that he does not settle the rate of wage, he is the men's master ?

With the exception of that.

14570. Does the foreman ever take over any work from you ?

No.

14571. He merely acts as your superintendent ?

That is it.

14572. But does not take over any work from you ?

No, not at all.

14573. How do you pay him ?

By the week ; 3 *l.* a week standing wages, work or play ; I have nine.

14574. Does he get any bonus of any kind if the work is done expeditiously ?

No. I might make him a present of a sovereign sometimes.

14575. But nothing in the way of a regular present ?

No. If he happens to have to work all night he does not get any more, for the simple reason that in the winter time sometimes there are three or four days when he has nothing to do, but he then gets the money all the same.

14576. He gets the money all the same all the year round ?

Yes.

14577. With regard to a general cargo, a general cargo of course consists of a great number of different kinds of goods ?

Everything you can mention nearly.

14578. You take that at a certain price per ton all round ?

Weight and measurement.

14579. Of course some part of the cargo is much more expensive to handle than other parts of the cargo ?

If it is light stuff and you are paid by measurement, you get the benefit to make up for the heavy stuff.

14580. That is what I want to arrive at ; your contract price is estimated spread over the whole cargo ?

Yes.

14581. Is it the case that with some kinds of goods the actual weight is not counted, but a fictitious weight is assumed ?

We have heard of such instances ; but I have not found it out myself.

14582. For instance, take furniture, chairs ; how would that be calculated ?

That would be measurement ; 40 foot to the ton.

14583. Take zinc ; how would that be dealt with ?

That would be dead weight.

14584. How much ?

In the measurement, 20 cwt.

14585. Is it a fact that in calculating it you reckon 10 cwt. as only four cwt. ?

In the measurement ?

14586. Yes ?

Ordinary cargo is considered to measure 40 foot to the ton, ordinary general cargo.

14587. I am talking of zinc ?

That would not measure 10 foot, I suppose.

14588. But I ask you whether in the case of zinc 10 cwt. is calculated only as four cwt. ; whether 10 cwt. is supposed to be only four cwt. ; do you not understand what I mean ?

No.

14589. I mean

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[Continued.]

14589. I mean whether in calculating the amount of work that is done, as far as the labour is concerned, you would calculate 10 cwt. of zinc as only four cwt. of zinc?

I should not; I should calculate it as 10 cwt.

14590. I understand you that you never employ this class of labourers that we have heard described as casuals?

No.

14591. Do you employ the kind of labour that we have heard described as preference men or royals?

Yes.

14592. Is it a customary thing for a stevedore to discharge cargo?

There are plenty of them that do not; those that work in the London Docks, and those docks especially, do not do anything else but the loading.

14593. I suppose the men in the union only do the loading?

They only do the loading. If I were to ask them to go to work for deals they would not do it.

14594. That is the reason you do not employ them?

I am an all round man; we do anything and everything, and I must have people round me who can shift from one thing to the other.

14595. Is that the reason you do not employ these hands, or have you any other objection?

I gave them once a ship, because of their pleading to me, and I think the third day they were at work I went down to the ship between seven and eight in the morning, and I found two of them drunk; they had broached the cargo; and I turned them all out.

14596. And you pay your men entirely or nearly entirely by time?

By time.

14597. And the system of "plus" we have heard of, you do not practice at all?

There is no plus with us.

14598. Earl of *Derby*.] Did I understand you to say that the men preferred piece-work to time work?

Yes.

14599. And do you know on what ground?

They earn a little more money by it.

14600. We have had it in evidence from a former witness that the men objected to it because the piece-work compelled them to work harder than they thought desirable?

My people prefer it.

14601. That evidence is not in accordance with your experience?

No.

14602. Lord *Clinton*.] You say you employ more men than you used to do; do you mean that you employ more men to do the same work?

More men on board of one ship.

14603. Why is that?

To do it quicker.

14604. Then do you think the men are better off on that account?

I do not know. There is more labour employed certainly.

14605. At the same wages as used to be paid?

At the same wages.

14606. Of course there is a great competition for the work?

Yes. Speed is the order of the day now.

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Mr. HOVEY.

[Continued.]

14607. But men who have the good luck to be employed are as well off, or better, than they used to be?

Far better.

14608. At the same time, I suppose, there are a great number of men out of work?

No doubt of it.

14609. When you have to put on extra hands, what sort of men do you get?

We generally know over night, and see if we cannot pick up some people we know something about.

14610. But sometimes among these extra men do you get men from other trades?

Yes; and then we put them in with the others.

14611. What trades, chiefly?

All sorts of classes when they are out of work sometimes.

14612. Do you get any country men?

Yes, some.

14613. I mean agricultural labourers?

Yes, agricultural labourers. If there are any fellows that knock about outside, if they are worth anything, I take them.

14614. But have you noticed lately that there have been more agricultural labourers at that sort of casual work than there used to be?

I have not noticed it.

14615. You do not employ foreigners?

We have two or three Swedes working among us.

14616. But as a rule you do not employ foreigners?

No.

14617. Your men are Irishmen, I think you said?

As a general rule they are English; it is the outside work that the Irish do.

14618. You do not complain of the English in your work?

They are chiefly English that we employ.

14619. Lord *Clifford of Chudleigh*.] In your experience are accidents very common?

I can safely say that in my experience I have had less accidents, I should think, than any other man; I have been covered by the Liability for the last six years, and they have only paid 2 l. for the quantity of work that I have done.

14620. You insure; that is the name of an insurance company, as I understand you?

Yes.

14621. Lord *Monkswell*.] Then you know other master stevedores who have had to pay more for accidents?

We are particularly careful in this; we do all our work day work, and it is a strict instruction of mine to see that everybody has good gear; and I do not want the work hurried, as I am responsible for everything.

14622. And does the insurance office come and look over your gear?

No.

14623. Then all master stevedores are not so careful as you are?

They may be unfortunate; there may be something in that.

14624. But at all events there are more accidents with other master stevedores than with you?

Yes; I believe there are; I know my foremen are particularly careful.

14625. But

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[Continued.]

14625. But you think there are more accidents as a rule with them than with you.

I think a great deal of it is attributable to the men's own fault.

14626. I do not understand you to say that you employ more labour by discharging your ships more quickly, but that you employ more labour at a time?

Yes; instead of a ship taking four days to do, we do it in two.

14627. But you do not know whether you employ more labour in the two days than you would have employed during the four days; you simply spread it over two days instead of over four days?

Yes.

14628. The same amount of labour is employed?

Yes.

14629. *Chairman.*] You are responsible in the case of accidents?

I am responsible.

14630. And you say you very seldom have to pay?

Yes, I am very pleased to say so.

14631. It has been suggested in evidence before us that men are very much disinclined to give evidence in cases of accident, because they are afraid that they might not get work again; do you think that is likely to be the case?

I do not see why. It would not be the case with me as long as it was fair evidence.

14632. But you are not the person who takes the men on; you say the foreman is the man who takes the men on; if there was an accident and other men came to give evidence about it, is it not likely that the foreman might object to take those men on again?

No, I should think not; because all that a man has got to do if he is in any way aggrieved by the foreman is to come to me, and I should see into it.

14633. The accident I suppose might be due to negligence on the part of the foreman?

If there is any accident at all, it is generally a man getting his finger jammed, or something of that sort.

14634. What I asked you was, in the case of an accident it might possibly be caused by negligence on the part of the foreman?

No; I do not think so.

14635. Do you mean to tell me that accidents have never occurred through negligence and want of proper supervision on the part of the foreman?

I do not say anything of the sort, but I have not known it in our case.

14636. But you would allow that accidents might occur through negligence on the part of the foremen?

They might certainly.

14637. In such a case if a workman complained and gave evidence it would probably lead to the discharge of the foreman; you would be the person who would have to pay, and would be naturally disinclined to employ a foreman who cost you money in that way?

I should certainly discharge him.

14638. Do not you think that is likely to make men very reluctant to give evidence against the foreman; would not a man giving evidence that led to the discharge of a foreman probably find difficulty in getting employment again from that foreman or any other foreman?

I should think not.

14639. *Lord Clinton.*] Could an accident happen without your knowledge?

Not without my knowing it very soon after.

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[Continued.]

14640. You are sure to know it soon?

Certain to; my instructions are to let me know if anything happens.

14641. *Chairman.*] Who is to let you know?

The foreman.

14642. The foreman who might be the cause of it; do you think that a foreman who by his own carelessness has caused an accident to life or limb would come and tell you he had done it?

I should think he would.

14643. We have been told that accidents sometimes occur by reason of the fact that men not skilled or strong enough are put at the combings to bear the sacks and so on off from the hold; in your opinion is it necessary to have a tolerably able and skilful man at the combings?

Yes; because he has to bear it right over the side.

14644. You think the employment of a weak man might be dangerous?

If you had weak men you must have two.

14645. *Lord Clifford of Chudleigh.*] Is that for safety, or to do the work?

For safety, and to get it over the sides; you must have power to deal with it; if one man cannot deal with it you must have two.

14646. *Chairman.*] You would think it important that a man sufficiently strong and skilful should be employed at that work?

Yes, at the gangway.

The Witness is directed to withdraw.

MR. THOMAS MALTBY, is called in; and, having been sworn, is
Examined, as follows:

14647. *Chairman.*] WHAT is your business?

A stavedore and contractor to the Millwall Dock Company for general cargoes.

14648. Are you practically in the same kind of business as the last witness, Mr. Hovey?

Practically the same.

14649. Have you heard what he said?

Yes.

14650. And do you generally agree with it?

I generally agree with it; only that I do more piece-work than he does.

14651. You say you are also a contractor?

Yes.

14652. For the docks?

For the Millwall Docks.

14653. What work do you contract to do for the dock?

The discharging of general cargo steamers; steamers or vessels coming in with general cargo.

14654. But we have heard that the work that the dock company itself does in discharging is very small?

Very small indeed now.

14655. Is that the only kind of work you do for the dock company?

That is the only kind of work.

14656. And you contract to do that?

I contract to do that.

14657. At

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Mr. MALTBY.

[*Continued.*]

14657. At so much per ton or so much per standard?
So much per ton.

14658. Do you sometimes have several ships at the same time?
Yes.

14659. What would you call a large contract?
American steamers that we have generally bring about 2,800 to 3,000 tons.

14660. Would you call 3,000 tons a large contract?
It is for an American steamer; it is about the average that they run.

14661. Would you call that a large one?
Not particularly large.

14662. Do you do larger?
Not much larger than that.

14663. What would be the largest contract that you do?
That would be about the largest.

14664. About 3,000 tons?
Yes.

14665. That would be a general cargo?
A general cargo from New York.

14666. Do you have a written contract?
No; the scheduled rates of the Dock Company, and then they deduct $7\frac{1}{2}$ per cent., after the vessel is completed.

14667. Then in fact you take the work over from the Dock Company, they taking $7\frac{1}{2}$ per cent. off?
Yes.

14668. Do the Dock Company insist upon your paying any particular rate of wages?

No; it is left entirely to myself; in fact we have a standing rate of wages.

14669. And also you are left entirely to find the labour which you like?
Yes

14670. And pay them what you agree for?
Yes, pay them what we agree for.

14671. And how do you find the labour?

I have got men trained up to it for this last 10 or 12 years. When I first took the contract in the dock I had nearly all the work round the dock, and men gradually came to me.

14672. When you say nearly all the work round the Dock, you mean the discharging?

Yes, the discharging; the dock is thrown open now. I work now for about 40 or 50 different firms that used to come into the dock, and put their ships on the Dock Company.

14673. You say you have a body of trained men?
Yes.

14674. I presume when there is a sudden gust you have to get men from outside?

No, I do not; I let the ships stop.

14675. Do they always agree to that?
They have to; but it is very seldom I am placed in that position.

14676. How many men do you employ?
That varies very much; from about 50 up to 400.

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[Continued.]

14677. But I understood you to say just now that you had a kind of permanent staff of men that you had trained up, that you have not had to go into the outside market to get hands?

When I am slack they go somewhere else, and when I am busy they come back to me.

14678. You mean that when you are busy you know where to put your hands on men who have worked for you before?

Yes; I bring them from Wapping for instance.

14679. And when you are not busy they are working for somebody else?

Yes; they are men that are never idle; good men that can always get work.

14680. What do you pay the men?

We pay them 6 *d.* per hour and 9 *d.* for discharging; 6 *d.* an hour day-work, and 9 *d.* an hour overtime, in the dock; and in the river, loading and discharging, 6 *d.* and 8 *d.*

14681. Both loading and discharging?

Yes; and in the docks 8 *d.* and 1 *s.*, loading.

14682. What is your day's work?

Discharging, six o'clock until six; but we more generally start at seven and knock off at six, and they do not have any breakfast; if they start at six they have to go to breakfast.

14683. And overtime commences at six o'clock in the evening?

Yes.

14684. And you pay the same rate for overtime all through?

Nine-pence an hour right through the night, that is discharging. Of course we want better labour for loading.

14685. But I understood you just now that the loading is not paid so high in the river as in the docks?

No.

14686. What is the reason of that?

It is a different class of cargo you get in the river, rougher stuff.

14687. Do you do any of your work by piece-work?

Yes, a great deal of it.

14688. What do you do by piece-work?

Such stuff as flour, and oil cake, and sugar; the men come and ask for it.

14689. Why do they prefer the piece-work?

They earn a big shilling; I suppose that tempts them.

14690. They earn more money at it in fact?

Yes, or else the same men would go into the ship work day by day. It makes no difference to me; I get the ship out quicker.

14691. If they can earn more money by piece-work in some cases, why cannot they not in all cases?

Because you cannot get it; you cannot get at the weight of a lot of cargo.

14692. You mean that it is only in certain classes of goods that you can estimate the weight so as to put it out by piece-work?

Yes.

14693. When that can be done you say the men prefer the piece-work?

Yes.

14694. Therefore, you get your work done by piece-work whenever you can sufficiently accurately ascertain the weight or quantity of the cargo?

Yes.

14695. Then how do you calculate the price in that case?

We give them so much a ton.

14696. How

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[Continued.]

14696. How do you get at what the price ought to be a ton?

I suppose by practice we have got to that. We know what the men's money would be at day-work, and some of my gangs earn 15 s. in a day per man.

14697. When you pay by time you pay from 6 d. to 9 d. an hour?
Sixpence to 9 d.

14698. When the men are doing piece-work they would earn more than that?

Much more than that, quite a shilling an hour easily.

14699. How many hours would they work?

They generally work the usual hours, seven till six.

14700. And their rate of pay is higher?

Their rate of pay is higher; and it saves the ship's time; it does not put any more money in our pocket.

14701. We have had it in evidence that the men prefer to work by time-work at a less price, receiving less money, because they are driven so hard in piece-work; I understand from you, on the contrary, that the men prefer the piece-work?

They prefer the piece work; the men will not be driven now; not my men.

14702. You are speaking of the superior class of labourers?

Yes; we could not employ the inferior labour; they are only fit for trucking. I have tried them; they have got no stamina in them.

14703. How do the men know the quantity or weight of the cargo?

Such goods as sugar, or flour, or oil-cake, are a universal weight; the men know how many bags they do; they get a thick note from the tally-clerk on the ship, showing the number of bags or packages they have done.

14704. You mean to say that you go to the men and say, "Here are 100 tons," of whatever it may be?

They come to me.

14705. And I suppose you tell them what the amount is first of all, do you not?

No, they know; if we make a mistake they soon find out.

14706. How do they know?

There is the Customs entry for them to see by; there are so many checks.

14707. Then they can find out from those?

Yes; any man can find out what is on the entry.

14708. You spoke of oil-cake; how is oil-cake packed?

In bags.

14709. When the men go to work you pay them so much a ton by piece-work?

Yes.

14710. But they do not know then how many tons there are to be discharged?

No, it is impossible; we do not know ourselves. We get the manifest and just bundle it out as quick as we can.

14711. Then after the work is done the men, you say, can find out exactly how much they have done?

Yes; they bring a tick note; the ships' people employ tally clerks to each hatch, and those men keep a correct tally of the cargo; and the ganger, the man whom these men choose to take their money from, goes to this clerk and gets the number of packages they have done, and comes down to the office. There is a universal weight for oil-cake, and it is easily calculated out; if we make any mistake they find it out soon enough.

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Mr. MALTBY.

[*Continued.*]

14712. The tally clerk is an officer of the ship?

He is employed by the ship to check it, for the shipowner is responsible for any deficiency.

14713. And therefore, as I understand you, it would be impossible for you to deceive the men as to the quantity of work they have done, because they could find it out by a reference to the tally clerk employed by the ship?

Just so.

14714. Do you sub-let any of your contracts?

No.

14715. You do it all yourself?

I do it all myself.

14716. How many foremen do you employ?

About seven. They have all been with me for years, ever since I started in the docks.

14717. They do not take over any of the work?

No; I should not think of allowing that.

14718. And I presume you exercise a personal supervision over it yourself?

As well as I can; it is distributed a good deal.

14719. Now in this case of piling up the deals that we heard of, that Mr. Hovey told us about, in your case also, is that the only case in which part of your contract is taken over by somebody else?

Yes; that always has been the practice ever since I have been connected with it.

14720. But that is the only case?

Yes, ever since I left the sea that has been the practice.

14721. You never part with any portion of your contract to anybody else?

No; I should be lowering myself to do it.

14722. And in this piece-work do you pay the men individually, or do you only pay the head of the gang?

He is a man chosen among them; it is the co-operative principle among them; they come with a tick note and one man draws the money.

14723. How many are there in a gang generally?

Seven, sometimes eight, according to the description of labour.

14724. What do they call the head man of a gang, the foreman, or ganger?

I do not know that they call him anything; he generally takes the hatchway, that is all I know.

14725. How does he get his work; does he come to you or do you send to him?

No; the foreman picks him out; the regular steamers have regular gangs that work on board of them; they know where to go to.

14726. The foreman goes to him, and says he has got work for him to do?

Yes.

14727. And then he goes and gets his men and sets them to work?

Yes.

14728. Does he know beforehand what price they will get?

The men know it before.

14729. Does the foreman say to him, "This work will be so much a ton"?

When the hatches are taken off, in some instances they say, "We cannot do this or that by piece-work; we wish to go on day-work"; "All right;" I say, "go on day-work"; they look out for that.

14730. What

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[Continued.]

14730. What I mean is this, when the foreman says to a man who is at the head of a gang, or who has been at the head of a gang, "There is some work to be done," does he tell this man what the price is, so much a ton?

No; that is a recognised price.

14731. According to the description of cargo?

Yes, according to the description of cargo.

14732. And then you say that man will go and get his men together and set to work?

Yes, and we trouble no more about it.

14733. Do you suppose that that man would ever sub-let it, give the job to anybody else?

No.

14734. How do you know that?

The men themselves are too conservative for that; they would find it out; it is impossible for him to do it.

14735. Why would it be impossible for him to do it?

Because we know the men that work in the gang with him.

14736. Where would be the impossibility; we will say that a man, A, gets a job to do from you at so much a ton; what would it be; give me a price?

Say at 6 *d.* a ton.

14737. What is there to prevent him, if he can get another man to do it, saying, you can have this job at 5½ *d.*?

We should find it out.

14738. How?

The men would complain themselves.

14739. Supposing they agreed to it?

I do not think they would. I should want it done at the same price then, at the 5½ *d.*; and the man would not let the price go down.

14740. You would find it out if the men complained; if they did not, you would not find it out.

I think I should; I do not think it would be possible for much to go on in my business without my finding it out, because the working men in the class we employ are very conservative; they do not like to see a stranger coming into the work.

14741. You do not employ this casual labour, as it has been termed?

I have tried it; but they cannot stand the work; you want the skilled labour. It is just like this: anybody can pull a house down, but it takes a bricklayer to build it up.

14742. Lord *Monkswell*.] I suppose if the men thought that you would ask them to do the work for less, if you found out that there was any system of sub-letting, then it would be against their interest to let you know of any sub-letting?

Yes.

14743. Therefore there might be sub-letting and they not let you know of it?

It would be quite impossible for them to keep it quiet long, because the other men would hear of it. There is an established rate for every description of cargo, esparto grass, copper ore, and so on.

14744. My point is that the men would not come to you; they would keep it very quiet in order that you might have no excuse for beating down the price?

I think that is simply impossible.

14745. You think that somehow or other you would be sure to find it out?

Sure to find it out, because I employ so many men from different districts.

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Mr. MALTBY.

[Continued.]

14746. And you would find out that different men were working from the men accustomed to ?

Yes.

14747. And that would arouse your suspicion ?

Yes.

14748. But that never has occurred :

No, not to my knowledge. It would not do for such men to come near our office afterwards.

14749. You would find it out if the men who are working are not the men you expect to be working ?

Yes ; I know every one of them.

14750. And you go round and see the men working and never find other men working ?

Not strangers.

14751. Lord *Clifford of Chudleigh*.] You say that of the 400 men you sometimes employ, when you have not sufficient work for them, some are working elsewhere ; do you mean that they are working for you at the same time that they work for other contractors ?

Yes ; very likely Mr. Hovey is busier than I am, and they go to him, or into the grain work.

14752. The same men work for several contractors ?

Yes ; I having trained up the bulk of them, they come to me directly there is any work. Will your Lordship permit me to make a remark here. I do not think there are any of the society masters here representing the Stevedores' Union ; I mean there is no stevedore here that employs society men ; and I think after the assertions that I heard made by McCarthy (I did hear the whole of his evidence) it is nothing but right and due to the society masters to have one of them here and examine him. I myself have tried them very often, and would do so again. I do not know whether McCarthy put in his book of rules. I should like to put it in (*handing in a card*). Their daily pay is perfectly correct ; no one could object to that ; but the reason why there are a number of us who do object to society men, and whereby the union has suffered a great loss, is the price they charge for overtime. If you look at that card you will see that they charge 14 s. for a night's work, of which three hours are meal hours, and they claim those meal hours, and we have to pay for that.

14753. Night-work from when ?

From five at night till seven in the morning ; they get 14 s.

14754. A shilling an hour ?

A shilling an hour. Three of these hours they never work, and I, in common with several others, some few months ago called them together and tried to get them to alter it to 12 s., and we agreed to pay one hour for meals ; but they will not submit to it. Owners will not pay, and we suffer the loss ; and therefore we do not employ society men, although my own son is at work now learning his business in the society.

14755. Lord *Monkswell*.] I see there is no date on this card :

No, I think it is last year ; I had it sent to me.

14756. Well then you do not know that it came from the proper office ?

Yes ; that is the regular union card which they send round to the masters.

14757. *Chairman*.] We have had it stated in evidence that owing to the sub-letting of contracts or from other reasons the rate of wage has been cut down, so that men have been working for 2 d. or 3 d. an hour ; that in your experience would not be the case ?

Never ; I have never worked a man under 6 d. an hour since I have been in business ; and always 8 d. and 1 s., loading ; just the same rules as that card says, with the exception of this, that I will not pay the 14 s. for a night's work.

14758. But

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Mr MALTBY.

[*Continued.*]

14758. But you do not pay the men, do you?

We have pay books; at Tilbury Docks I could not step down there to pay men loading a ship; I give the foreman the money, and he is responsible to me; we know the number of men in the gang.

14759. The foreman pays the men?

Yes.

14760. And you give the money to the foreman at the regular rate?

Yes.

14761. And in the same way in the case of piece-work?

No; all piece-work is paid for at our office, with the exception of the work at the Tilbury Docks, and that only means chalk in loading; and we know the number of tons a barge has in her.

14762. As far as your experience goes, it would not be correct to say that a man could have worked at discharging grain at 3 *d.* or 4 *d.* an hour?

No, I should not think so.

14763. However, it would not come under your particular notice?

It did at one time, when there was a lot of grain in the river; I never had it; we used to have to pay the 6 *d.* an hour for trimming grain.

14764. Have you had to pay damages for accidents to any large extent?

Yes.

14765. To a large extent?

Not for the amount of work I do to any large extent. One man got injured last year; it was loading a vessel at Tilbury Docks; I think he got 125 *l.* compensation; a bale fell on him.

14766. You had to pay him 125 *l.*?

I think it was 125 *l.* the society settled it for; we did not go to law.

14767. What do you mean when you say "the society settled it for"?

The insurance company, the Scottish; I was insured with them then. He set up in a nice little shop; I do not think he will trouble stevedoring again.

14768. You think the accident was rather fortunate for him?

I should say so.

The Witness is directed to withdraw.

HENRY WAKE, is called in: and, having been sworn, is Examined,
as follows:

14769. *Chairman.*] WHAT is your business?

A sub-contractor in Millwall Docks.

14770. What do you mean by a sub-contractor?

Taking the work off a contractor, off the company's servants.

14771. That is to say, you, in your work, would not have to do with discharging ships?

No; only warehouse work.

14772. And you say that you take from the contractors a portion of the contract?

Yes.

14773. Not the whole of it?

Sometimes there is more than one gang can do.

14774. Do you know what kind of a contract the original contractor gets?

Yes.

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[Continued.]

14775. He has a printed or written contract?

Yes, from the company.

14776. To do a certain amount of work?

Yes.

14777. Then you say that he lets a portion of it to you?

Yes.

14778. What kind of portion would it be?

To do all that has to be done; the contractor does not do anything at all, only walks about and looks at you.

14779. He does nothing at all, you say?

No, not the first hand; the sub-contractor is the second hand.

14780. Do you know the price at which the contractor takes the contract?

Yes.

14781. What price would it be?

One shilling and ninepence; $10\frac{1}{2}d.$ in and $10\frac{1}{2}d.$ out.

14782. What has he got to perform for that,—clerks?

To find a clerk, the weigher, and the gang of men.

14783. Let me understand; the contractor contracts at a certain price that you have mentioned, and what he has to do, as I understand, is to take charge of the goods after they are landed and weigh them, and warehouse them, and make them merchantable, and conduct everything that has to be done with the goods?

Yes.

14784. Then I understand from you that you say the original contractor does nothing of that at all himself?

No.

14785. He puts it all out to you?

Yes, out to me.

14786. Or to others like you?

Yes.

14787. Do you mean that you have to find all the clerks?

No, we do not pay for the clerk; they pay for the weigher and the clerk.

14788. What do you find?

Only the men to do it.

14789. The labour?

Yes; I work with them myself.

14790. The original contractor finds everything, you mean, except the labour, and you find the labour for him?

Yes, that is it.

14791. What does he pay you?

Sometimes 4 *d.* a ton.

14792. Is it generally paid by the ton?

Yes, all paid by the ton.

14793. When you say "sometimes it is 4 *d.*," does it vary?

Sometimes it is as low as 2 *d.*

14794. What is the lowest you have ever had it at?

Fourpence, 5 *d.* and sometimes 6 *d.* I have had.

14795. But what is the lowest?

I have been from eight till six for 2 *s.* 3 *d.*; I have had a gang of men there.

14796. I take

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H. WAKE.

[Continued.]

14796. I take it from you that the lowest price you have had is 2 s. 3 d. for the time from eight to six ?

Yes.

14797. That is about the lowest you have had ?

Two shillings and threepence for 10 hours ?

14798. How much a ton is the lowest price you have had ?

Twopence-halfpenny from Neville and Alexander ; but there are three parts in the dock where they pay 1½ a ton.

14799. I want to find out from you what you get paid per ton ?

The general rule is 4 d. and 5 d., and it is as low as 2½ d. and 1½ d. a ton.

14800. And as high as what ?

As high as 5 d. ; 5 d. is the average price.

14801. Do you mean that these variations in price are due to the description of goods ; do you get paid more for dealing with one kind of goods than another ?

Yes.

14802. Because some are more difficult to deal with ?

Some general cargo takes extra labour.

14803. Do the prices vary from time to time ?

Yes.

14804. For the same kind of goods ?

Yes, and different runs ; longer runs ; they are paid by the runs ; sometimes when you are 20 yards further it will come to 4 d. a ton ; that is 1½ d. a ton over 2½ d.

14805. What do you mean by a run ?

A run is 50 yards ; over 50 yards they reckon to pay a halfpenny for every 10 yards of ground that you run over, that you carry our truck of goods over ; for every 10 yards over 50 you are supposed to have another halfpenny a ton ; that fetches it to about 4 d.

14806. But what I want to know from you is whether the price varies from time to time for the same class of goods dealt with under the same circumstances ; that is to say, whether this month you might get more than last month ?

No ; it is only by the run.

14807. The price remains about the same ?

Just the same ; it has been so for this last five years.

14808. Do you have any written agreement with the contractor ?

No ; only he comes up to you and asks you whether you are out of work, and if you want a job. You say "yes ; what is it ?" "One hundred of oats, or 20 barrels of cotton to go into a craft ; at 4 d. or 5 d. a ton." If the job does not suit me I leave it ; perhaps he will get another man that has been out of work for two or three days and is glad to get it. When the job is finished he might realise 4 d. an hour.

14809. The sub-contractor might you mean ?

Yes.

14810. How many hands do you generally employ under you ?

When I had the warehousing to myself I had seven men, at the time when I had 2 s. 3 d. for working from eight to six.

14811. When was that ?

It is two years ago since I had the warehousing to myself.

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H. WAKE.

[Continued.]

14812. What are you doing now?

Sometimes grain work, and I have to do contract work at times when there is no grain work; it has come down so bad that I have had to leave the contract work and go to grain work; it pays me better.

14813. Then you are not a sub-contractor now?

No, only when I am obliged to go to that.

14814. And when you were a sub-contractor you used to employ about seven men?

Yes.

14815. Then you make what arrangements you like with them?

Sometimes I have tried to make arrangements with the contractor, and he has told me he would give me no satisfaction for the job.

14816. The question asked you was, whether you made what arrangement you pleased with the men as regards their wages?

No arrangement at all; they shared with me; what was earned was shared out.

14817. That is to say, you would take from the contractor a contract to do a certain amount of work at so much a ton?

Yes.

14818. And you and the men under you would share that between you?

Yes.

14819. And what money do you get paid for your extra work?

None at all; if it comes to 2*d.* among seven, you cannot share it amongst seven men, that is the only benefit I get.

14820. But you have to do more work than the other men; you have to superintend?

Yes, I have to run about to get the orders and get the jobs on as quick as we can.

14821. Do you ever sub-let your work to anybody?

I cannot afford to do so; I cannot get enough money from the first contractor; it would not pay us.

14822. You never have done so?

No. If you take a contract you must do it yourself.

14823. Do you know how many men there were in the Millwall Docks in the same position as yourself two years ago; what you call sub-contractors?

I think about 50 gangers.

14824. They called themselves gangers?

Yes.

14825. And you called yourself a ganger?

Yes.

14826. And you have given up that work now?

Yes; and there are a great many more that have given it up besides me; they are people who have worked in the docks and know what they ought to be paid for the work, and the contractor thinks they know too much for him, and will not give it to them, and the contractors have to find fresh men and employ them, and they pick men up, where they can, strangers to us.

14827. Then how is the work done now?

By strange men coming down; fresh men get hold of the jobs who know nothing at all about the work; they give it to a fresh man and he picks up fresh men. No one who understands the work that they do will do it now.

14828. What are you doing now?

Grain; an extra ganger on the grain.

14829. Where

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[Continued.]

14829. Where?

In the Millwall Dock.

14830. What kind of work are you doing there; carrying grain?
Bushelling from ships; di-charging grain from ships.

14831. For the dock company?

For the dock company.

14832. Are you acting as a ganger?

Extra ganger.

14833. Is that the same process; do you take over the work from the contractor?

I am still an extra ganger.

14834. I want to know how you get the work to do?

When they have got more work than the permanent men can do, they have extra men to do it, and each ganger's name is called from the window, and he gets six tickets, if it is slight labour, that is oats, and he picks his men up and goes to work.

14835. How are you paid for that?

Nine shillings the hundred for light labour, and 10 s. 6 d. the hundred for heavy.

14836. What do you call light labour?

Oats.

14837. What do you call heavy labour?

Wheat, barley, and maize.

14838. Then that is piece-work?

That is piece-work.

14839. Is that divided among the gang in the same way?

Yes; 1 s. 6 d. a hundred each man gets in the grain work; that is 9 s. a hundred for the six men.

14840. And what do you get paid?

Only the odd money.

14841. Just the same case as you mentioned before?

Yes, only it is a different class of work; the contract work is unskilled labour; that is, corn porters; it is different work altogether.

14842. How much an hour would a man be earning in discharging the grain you speak of?

It might average 7 d. or 8 d. an hour at times.

14843. Do you think it is possible a man ever worked for so low as 3 d.?

No. It is possible now they do work in the general cargo contract work.

14844. At discharging grain, I mean?

No, not from the ship; not corn porters.

14845. Under any circumstances is it likely that a man would be working at carrying grain at that rate?

No, they would not do it; not at that rate. That grain work is something of the style of stevedoring; you must have a man more used to the work to do that.

14846. And practically what you do in taking a job is, that you organize the gang that does the piece-work?

Yes.

14847. And formerly you organized the gang that did the labour for the contractor?

Yes.

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[*Continued.*]

14848. And that you describe as sub-contracting?
Yes.

14849. Lord *Clinton*.] When you were giving evidence about sub-contracting you were speaking of what happened two years ago?

It happens now, every day.

14850. But I thought you said it did not pay?

It does not pay, not 3 *d.* an hour.

14851. It does not pay the sub-contractor, and does not pay the men?
No.

14852. Then why do you still do it?

I do not do it, not sub-contracting; but other people are compelled to do it.

14853. I mean yourself?

I am compelled to do it, if I cannot get any grain work.

14854. It is a fact that it does not pay either the sub-contractor or the workmen?

It does not.

14855. And therefore, I suppose, it has been given up?

It has been given up.

14856. Lord *Monkswell*.] I suppose the contractor does not always take the work, however far the ship may be from the warehouse, at the same fixed price, 1 *s.* 9 *d.*?

Yes; that is the price, 1 *s.* 9 *d.*

14857. It seems very unlikely that he would take it for the same price whether the ship was far or was near; because in the one case he has to pay you 1½ *d.*, and, if the ship is a long way off he has to pay you as much as 5 *d.* or 6 *d.*?

Yes; he makes one go with the other; what he lost out of one he gains on the other.

14858. You mean there is a general contract?

Yes.

14859. A contractor is not paid by a single contract; he takes a great many in the course of the year, and takes them all at 1 *s.* 9 *d.*?

Yes, all at 1 *s.* 9 *d.*; that is all he gets from the office.

14860. How is the work done if the old hands no longer take sub-contracting; is it done as well as it used to be?

No.

14861. Have there been complaints about it?

Yes; there are often complaints about it. A proper gang of men who understand the work would go and do a day's work.

14862. I suppose you mean that certain persons are recognised in practice and have all the contracting at the docks?

They were the company's servants before they had the contract.

14863. How many contractors would there be now at Millwall Dock?

Ten.

14864. And those men get all the contracts?

Yes.

14865. Do they take it equally, turn and turn about?

Yes; there are two contractors to each department; two contractors are in partnership.

14866. I see Colonel Birt says there are 30 contractors?

No, it is 10, in the unskilled labour.

14867. That

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[Continued.]

14867. That is 10 who work with sub-contractors under them?

Yes.

14868. And those are the only sort of contractors we are talking about, contractors who only find the clerk and weigher, leaving the sub-contractor to produce the labour?

Yes, who get a job done at 4 *d.* a ton, and realize 6 *d.* on it by looking at it.

14869. *Chairman.*] Is there much competition for work at the Millwall Docks?

Yes.

14870. I want to call your attention to some evidence which we had from Mr. Millward at Question 13258 and some subsequent questions; he says: "It is not so much the rate of pay as the amount of work that you can get; it is the difficulty in getting the work, because there have been so many agricultural labourers that have been forced into the different lodging-houses, which have only risen up these last few years like mushrooms," and he goes on to say that there is great competition; is that your opinion?

Yes.

14871. You would agree with that?

Yes.

14872. Then he was asked: "Have you been employed under the contract system?" he says, "I have at Millwall"; then the next question is: "That is to say, the man that employed you took a sub-contract from another contractor. did he?" and the answer is: "Yes, and another sub-contractor below that again"; would you think that likely to be the case?

No; they could not afford it. After one man gets the contract he could not afford to give it out; it is cut down to the lowest price, and he cannot go any further.

14873. Then he goes on to say: "That is to say, they would offer me a job to do; a few tons of wheat or maize at 3 *d.* a ton"; would that be the kind of price?

Yes.

14874. "I could turn round and say to some chaps, 'Will you help me to do this job?' and if I thought I could become a sweater, also take the lion's share and give them the least; and that has often been the case. In fact, for the sake of getting a little money I have had to submit to that myself." Then he was asked: "You mean you have done it yourself? (A.) I have never done it myself, for the reason that I never liked it; I have had to submit to it. (Q.) You have worked under a sweater?—(A.) Yes. (Q.) What is the arrangement with the sweater?—(A.) The arrangement is that you do so much work, say 100 tons of maize or 100 tons of wheat, or whatever it may be, and deliver it into a craft; and the quicker you do it the sooner you will receive your pay; that would be about half the average money you would get with the dock company, and that would be about 2 *d.* to 3 *d.* an hour"; do you think that is correct?

Yes; quite correct.

14875. You mean to say that you think a man would be working for 2 *d.* or 3 *d.* an hour?

Yes; because he has not known it when he has been doing it on some jobs.

14876. But you told me just now you did not believe men ever worked for 2 *d.* or 3 *d.* an hour?

Yes; I have worked myself for 2 *s.* 3 *d.* from eight to six o'clock. I have had a gang of men myself working for that.

14877. But you told me just now that such a thing never occurred?

Not at the grain department. That is for unskilled labour; that is from the

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[Continued.]

warehouse, after it has been delivered from the ship to the warehouse ; that is shipping it off from a warehouse into a barge.

14878. And you would say that it would be correct as far as that is concerned?

Yes.

14879. This man's contention is that the sub-contractor takes the job from the original contractor, and that he sub-lets it again to somebody else ; you say that that is not true ?

No ; there cannot be such a thing.

14880. Then he goes on to say that the effect of that would be that he would have to work at carrying maize or wheat for 2 *d.* or 3 *d.* an hour ; and that you say is correct ?

Yes, from my own experience ; I have worked at zinc myself.

14881. What do you mean by zinc ?

Barrels of zinc of 10 cwt. ; this would be 20 tons of zinc, and when I have finished I have got 10 tons for it, an average weight of 4 or 5 cwt. per barrel ; the proper weight is 10 cwt., from that to a ton ; they generally give you half weight.

14882. The zinc is in barrels, you say ?

Yes.

14883. And the weight of the barrel is you say 10 cwt. ?

Yes.

14884. But it is only counted as 4 and 5 cwt. ?

Yes ; that is the average weight they will tell you.

14885. And they only pay you for half the weight you say ?

Half the weight.

14886. Whom do you mean by "they" ?

The contractors ; Alexander and Neville are the contractors that I worked for.

14887. I understand you that the contractor would make a bargain with you to pay you so much a ton for zinc ?

Yes.

14888. But that he only calculates half the real weight ?

Half the weight, when it is finished.

14889. Is not that an understood thing ?

No.

14890. Does that occur only in the case of zinc ?

It does with Alexander with bales of Government stores ; of clothes sometimes. Some bales, which average 4 or 5 cwt. they will tell you, go only 3 cwt. when they come to pay you.

14891. How do you know what the weight is ?

We can generally tell by trucking them, and I have weighed some when I have had the chance, when I have seen a scale bandy and have had the opportunity.

14892. Is that universal as regards zinc ; is that done by all contractors in all docks, do you know ?

I can only speak of the Millwall Docks ; one part.

14893. Only one part ?

Yes.

14894. What part is that ?

The central part of the dock.

14895. And you say that in the case of the zinc you only get paid for half the weight ?

Yes, for only half the weight.

14896. But

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[Continued.]

14896. But do you have a distinct agreement with the contractor to be paid so much for the zinc or so much a ton?

So much a ton. This is a job of zinc only; perhaps the zinc would only be shipped off, and he tells you there is a job of 4 *d.* a ton. When you have done it you know very well that a cask of zinc goes 10 cwt., and they will tell you that they only average them at 4 and 5 cwt., and they will only pay you at that rate.

14897. Then, in fact, you only get half the price which you think you ought to have?

Yes.

14898. And why do you agree to such a bargain?

We do not know it before it is finished. When I have found it out I would not do it; that is the reason I kept away from it this last two years; only when I am forced to do it; that is the only reason I do it.

14899. Have you worked as a dock labourer yourself?

Yes.

14900. In what part?

I have worked in the east and west and south docks. I was away in the west all last year at Nos. 1 and 11; that is the reason I have not done the contracting lately.

14901. You say that this is the case where there is a distinct bargain about the zinc?

Yes.

14902. It is not the fact that the zinc is a part of another cargo, and that whereas you get so much in the case of the zinc you get so much more on all the rest of the cargo?

The principle is all just the same; they will not give you the proper tonnage for it; zinc, general cargo, grain, no matter whatever it is, they will try to get a ton or two out of it.

14903. Do you mean that as a general rule you do not get your proper pay?

No.

14904. How do you make that out?

In shipping or housing grain into the warehouse there is supposed to be 85 quarters in a bin; when you come to work and you get it into the warehouse they will tell you there are about 70 quarters; from that to 65.

14905. How do you know that is not true?

You might go to another job to ship it off a week or two after, and then it will turn out the quantity you expected it to have gone in at.

14906. How do you know what it is shipped off at?

The lightermen will take the parcel and weigh it off.

14907. You mean the quantity of grain is very small when you put it into the warehouse compared with what it is when it comes out again?

Yes; that is, the contractors try to blind you.

14908. And that you say is the case in all cargoes?

Yes.

14909. Have you ever made any complaint about that?

Yes.

14910. To whom?

To the contractors.

14911. And what do they say?

"You know too much;" and they do not want you there again, they can do without you. If I turned round and asked them the price when I was going to work they would not tell me; they would say I knew too much. I have done

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H. WAKE.

[Continued.]

some jobs sometimes there when I did not know the price it was going to be worked at, and after I have gone to work the men have asked me whether I knew the prices, and they have said: "You had better go and see about it," and when I have asked the contractor what it is to be per ton, he has said: "I will tell you when it is done; I want the job done; I shall not tell you now;" I go and tell the men that, and sometimes they have left it, and said they would not do any more. You finish the job up and expect ten tons, and when they come to pay you they only give you five.

14912. Is that at the Millwall Dock?

Yes.

14913. Have you ever complained to the superintendent?

No.

14914. Why?

Because we cannot always see him.

14915. I understand that this is a regular thing that you complain of, that the contractors make a regular practice of practically cheating the men in reckoning the amount of cargo that they handle?

Yes.

14916. But it seems strange you do not complain to the dock authorities?

It does not always do to complain; a man cannot go anywhere else, and if he happens to say anything he is discharged from the dock altogether.

14917. You are afraid you would get yourself disliked by the contractor if you complained?

Yes.

14918. Is there anything else you wish to say?

In regard to the grain work at other places, the grain work used to be at the rate of 25s. the hundred for heavy labour, 17s. 6d. for light. The way the grain has been worked for the last 10 years in the Millwall Docks, the light labour only, comes to 9s. a hundred, and 10s. 6d. for heavy, and they do away with one man.

14919. How do they manage that?

Because it is done by the drum bushels; one man has to lift one bushel; in other docks they have the flat bushel.

14920. You mean, by better machinery in the Millwall Dock, they get the work done by one hand less?

Yes.

14921. Have you any objection to that; do you think there is any harm in it?

Yes.

14922. Why?

It is doing one man out of it; it is working one man short.

14923. You object to their doing the work with fewer hands by means of better machinery?

I do not approve of their doing the work in the way they do it.

14924. Do you mean that it gives more work to the other men?

No, less work; there is extra work for those six men to do.

14925. You told me just a moment ago that it did not give the other men more work, but less work?

It gives them less work.

14926. And yet you say there is extra work?

For the six men there is extra work, but it puts less men at work.

14927. I understand what you mean is that, by this improvement, they can get the work done with fewer hands; that, therefore, there is less work to be done

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H. WAKE.

[Continued.]

done generally; and also that the six men in that particular gang have to work harder than they did before?

Yes.

14928. Without getting any more pay?

Yes.

14929. In your opinion is it correct that men will always prefer working by piecework to time, if they can?

No.

14930. We have had it in evidence that the piecework is always given out where possible, where the cargo can be accurately measured and weighed, because the men prefer it so; you do not agree with that?

No: if they were to make it pay they would not have their fair share, because they never know; they cannot get at the proper tonnage.

14931. You do not agree with that statement?

No.

14932. Is there anything else you want to state?

No.

The Witness is directed to withdraw.

ELIJAH PLATT, is called in; and having been sworn, is Examined, as follows:

14933. *Chairman.*] WHAT is your business?

I used to do sub-contracting work at Millwall Docks; but as I found out it did not pay, of course I removed, and went to some other docks.

14934. Have you heard the evidence given by the last witness?

Yes.

14935. Do you agree generally with it?

Yes. I have done work and only received about 3*d.* an hour for my labour.

14936. I understand from you that you were engaged in the same kind of work at one time, that is, in taking over the labour part of work from the contractor at Millwall?

Yes; it is done in a precarious way; anybody can be a contractor; sometimes I have to work myself for another contractor. I would work along with Mr. Wake, because there was no other work.

14937. You would agree with what Mr. Wake said about sub-contracting?

Yes.

14938. I do not want to ask you the same questions over again if you agree with what he said; you found it did not pay, and you have gone since that into some other branch?

I have distributed myself to other docks where the work is. Sometimes I have worked at stevedoring for other contractors who had a position in the dock as contractors.

14939. Did you hear what Mr. Wake said about the weighing of zinc?

I never had anything to do with that.

14940. Did you hear what he said about the weighing of cargoes in general?

Yes; it is quite right. In several instances when the notes are made out there is a bit of cheating going on, and then we do not get the right quantity of tonnage made up to us.

14941. Does any way suggest itself to you whereby that could be prevented?

(50.)

Q Q 3

You

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E. PLATT.

[Continued.]

You could not prevent it very easily, because it would be taking away your trade if you were to make a complaint. The man that gives you the contract, if you went and told him, "There are so many bags, and they ought to go so-and-so," would say, "If you do not like it you can leave it."

14942. But, assuming that the allegation is true, and that the Dock Company determined to put an end to it, how could it be done?

It would be a grand thing if the Dock Company would take the work over themselves and not allow it to go into the hands of the contractor; because they get a vast amount of money out of this precarious labour of ours. If the Dock Company took it themselves there would be considerably more men employed?

14943. You object to sub-contracting?

Yes; I could not live at it. I was employed one day at a job, delivering some meal; we were five of us; and we took over the job at 10 o'clock, and at five o'clock at night our money came to 6 s. 3 d.; 1 s. 3 d. a-piece for the seven hours.

14944. Where was that?

At the Millwall Docks.

14945. When?

Some time ago now.

14946. How long ago do you mean?

Three or four years ago.

14947. What was the job?

Delivery meal.

14948. Do you mean taking it out, delivering it from the warehouse into the barge, or what?

It was piled on the quay.

14949. And what had you to do with it?

We had to sort the marks out. A lighterman applies for a certain quantity of marks; these bags are piled in a pile, and there are a variety of bags in it; and consequently we had to pull down nine or ten bags, which we call "wasters" (or waste labour, because we get nothing for it), to find one.

14950. When you found the right one what did you do with it?

Deliver it into the barge.

14951. And how many of them were working with you?

I could not say; four or five. I think now it was five to make the gang up.

14952. Were you the head of the gang?

I think I did have that job that day.

14953. That would be piecework?

Yes, piecework.

14954. And how did you get that piecework?

Promiscuously, as I was coming along the quay; the contractor says, "Do you want a job?" I say, "What at?" He said, "Delivering those bags"; I said, "All right; I will take on to it."

14955. And does he tell you what price you are to get?

Yes.

14956. He says so much per what?

They do not always tell you; but they say, "If you do not like to do it you can leave it; you can walk outside the gates"; some one else will take it, and they will do it; whatever it fetches they will do it. In fact, there are so many men outside there waiting about, looking after work, that of course they are glad

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ELIJAH PLATT.

[Continued.]

glad to take anything; they know that at the end of the day it will fetch in something.

14957. I understand you that sometimes they will tell you what you can get, and sometimes they will not?

Yes.

14958. And in this case you did that job, and it brought in this small sum you mentioned?

Yes.

14959. What it was worth to you would depend on the length of time you took to do it?

Yes.

14960. And if you had had men of superior skill or strength employed upon it, they would have earned a great deal more, I suppose?

They would not have earned more if they had been superior men; they were men qualified to do any kind of work; a man that can do our kind of business can work aboard the ship as stevedore, or do any other work.

14961. You think upon this particular job you spoke of, the work was done at a fair average rate?

Yes.

14962. And, therefore, that any five average men could not have earned more?

No.

14963. Do you know whether contracts ever go through two or three, or four hands?

You see, when we get the contract we cannot tell how many hands it goes through before it reaches us; that is a thing that we cannot fathom out; I do not know; I know that these contractors for certain departments can walk about all day; they do nothing, but they take the money.

14964. We have been told that there are in Millwall Docks somewhere about 30 contractors, and I suppose when you do work there you would get a sub-contract to farm the labour for one or the other of these 30 men?

If a contractor came to me and asked whether I wanted a job, I would say, "Yes, what is it; how many men do you want." Perhaps he would say, "Go and get so many men to do the job," and when I brought the men in, perhaps so many would not be wanted. I have had that occur; and then I would be blowed up by the four or five men that I had brought in, they saying, "What do you want to make fools of us for?" That has often caused a great eruption outside the gate; that men have come in, expecting a job, and have not been wanted.

14965. What you mean is, that when you take this job form of contract, you do not know whether that man is the person who took the contract first from the Dock Company?

No; he is there always every day, like a permanent *employé*; always in that department.

14966. In fact you do not know whether the contract goes through more than two hands or not?

No; but these men that are stationary there employ the likes of us; anybody that they can pick up are always there; there is not the least doubt but what they get their weekly salary or some engagement or other that we know nothing about.

14967. Lord Archbishop of *Canterbury*.] You have been a contractor yourself?

Only precariously; anybody can be a contractor. At Millwall Dock they have got substantial contractors that get their pay; but they walk about and give a man a job to do, and this man goes on his own account and gets two or three men to do the job.

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ELIJAH PLATT.

[Continued.]

14968. You have never been able to let a job to anybody else ?
No ; it is a matter of impossibility to let any job there.

14969. Then why do you think that jobs go through the hands of several contractors ?

Because these men that employ you must get a vast amount of money out of the job ; they give you such small pay, and they themselves can ride about with their horses and carts, while we poor people can hardly live.

14970. Do those cases about the " wasters " that you spoke of happen often ?
Often.

14971. Lord *Monkswell*.] You say you cannot always see the superintendent ; have you ever tried to see the superintendent when you had anything to complain of ?

It would be no use to see him.

14972. Have you ever tried ?

I have known instances of men who have tried, and he would not listen to the men.

14973. You have not tried yourself ?
No ; I have not tried myself.

14974. Is that because you think it would be no use ?
It would be no use.

14975. Your friends have told you that it would take away your bread to make complaints ; is that what you have heard ?

That is the meaning.

14976. That in the first place you might not get a hearing, and that if you did get a hearing, the probability is it would be worse for you ; that is your belief ?
I am sure it would be worse for me.

14977. Why do you say that more men would be employed if the docks did the work without employing contractors ?

Because there would not be the hurry and scurry that there is now ; men have to work short-handed working as they do.

14978. You mean they would not be driven so hard ?
Not driven so hard.

14979. How about accidents ; do you know about accidents at the docks ?
It is the cause of a good many accidents.

14980. I see you have had an accident yourself ?
Yes, with my hand.

14981. Did you get compensation for that ?
No ; but I had 8 s. a week while I was laid up with it.

14982. Who paid that ?
The Dock Company, the South Dock.

14983. And you considered that that was a fair thing ; about as much as you considered fair under the circumstances ?

It was their rule, to a married man.

14984. If he is laid up he gets 8 s. week ?
If he is a married man.

14985. Does it depend upon the number of children ?
No, I do not think so.

14986. If you are an unmarried man what do you get ?
Five shillings a week, I believe.

14987. And that is understood and known as a rule ?
That is the rule.

14988. *Chairman*.] Is there anything else you wish to say ?
Nothing else.

The Witness is directed to withdraw.

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COLONEL DU PLAT TAYLOR, C.B., having been re-called ; is further Examined, as follows :

14989. *Chairman.*] CAN you hand in now the list of your permanent staff which you promised us ?

Yes (*handing in the same, vide Appendix*).

14990. I asked you some questions the other day as to the control that you have over the foremen and contractors and others in the docks, in reference to the possibility that men might be discharged or put out of work for giving evidence here, or for making complaints ; and I understood you generally that you thought such a thing was not likely to happen ?

Yes.

14991. I have received a letter, I do not know whether the statements in it are correct or not, saying that one of the witnesses before the Committee, Mr. Pidgley, who has worked for 21 years in the East and West India Docks, has been discharged, and the reason stated in the letter is, that he has been discharged for having given evidence before the Committee ; it states that he is a man with a wife and seven children, and has worked for 21 years at the docks ; have you heard anything of that ?

Not a word.

14992. I suppose that you would not be likely to hear it unless it were brought specially before you ?

I feel sure the superintendents would not have sanctioned such a step being taken at all ; they have no objection to a man giving evidence, and no reason like that would prevent a man from getting work at our docks.

14993. You think the man would come before one of the superintendents ?

Yes.

14994. Before whom ?

Before Mr. Beck, who is here, if he has worked in the Upper Dock ; and if in the Tilbury Dock, before Mr. Tod, who is also here.

14995. As a matter of fact, am I right in concluding that the foremen or the contractors are practically the men who employ the labour ?

We have no contractors. The foremen are the men who are sent out to the gates, and take on the men required for the day.

14996. Do not you think, therefore, that if a man got himself into bad books with his foreman, practically speaking, it would be impossible to prevent the foreman refusing to give that man work ?

We could prevent that most certainly, and should prevent it. A man who is an aggrieved man in that way would only have to complain to the superintendent, and the matter would be rectified within half-an-hour.

14997. If a foreman objected to one of the men giving evidence here, naturally he would not give that as his reason for not taking him on ; he would probably give some other reason ?

I can hardly understand how our foremen would know who has been here and who has not.

14998. At any rate I take it from you, if such a case were brought before your notice, you would use all the means in your power to see that nothing of that kind was done ?

Most distinctly. I may say that very often men imagine that they are not taken on from a cause such as this, whereas the real fact is that the work there is very slack, and we are not able to take on on that particular day so many men as we had on on the previous three or four days ; they immediately imagine that the reason is such as that letter has stated, but it is not the case ; other men, better men, would be taken on, and he would stand on one side.

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[Continued.]

14999. In such a case, if a man who had been employed for 21 years could not get work now, and it was attributed to such a cause, that would be a sufficient reason for making special inquiry into the matter?

Yes. This man's proper course would have been to have seen the superintendent, and he would have received justice at once.

15000. I want to call your attention to Question 13020, at page 151 of the Evidence. I was asking about the plus, and the witness, Mr. Welsh, was saying that the plus appeared to be varied in an arbitrary manner, and I asked him whether he thought that that was done by the warehouse keeper for his own benefit. My question at No. 13020 was: "I want to know whether, in your opinion, the warehouse keeper in that respect is acting as the agent of the dock or whether the Dock Company pay a regular rate to the warehouse keeper, and he varies it according to his discretion, and makes something out of it on his own account;" the answer is, "No, I would not impute that to the warehouse keeper. I believe there is a certain bonus allowed to be given at the end of the year to the warehouse keeper in proportion as he shall do this for the Company" (that is in proportion as he diminishes the plus). "The Company seem to be thoroughly cognisant of this mode; it is a system that has only lately grown under Colonel Du Plat Taylor, and it is encouraged; so that I remember on one occasion with regard to a certain Mr. [] of the South Dock, it was imputed to him that he received something like 2,000 £. for a bonus, or that there was 2,000 £. in excess of other warehouse-keepers which he had saved to the Company, and therefore he had a bonus." Perhaps you could explain that a little more fully?

The bonus system is one which has been introduced during the last few months. Your Lordships know, of course, that the East and West India Dock Company are in the hands of receivers and managers, and it has been absolutely necessary in every possible way to reduce the cost of management; it was suggested that the best means to this end would be to establish a bonus system under which everybody (except the superintendent of each dock, who receives nothing from it) in the Company's employ should benefit, by any reductions which might be made. This was applied to the Tilbury Dock, and to the East and West India Dock, and to the warehouses in town, and has so far been most satisfactory. It is worked on a different system in these three departments as a tentative measure, so that at the end of the year we may really ascertain what is the best system to adopt; but the bonus has nothing to do with these statements made by Mr. Welsh. Every warehouse-keeper, and every assistant warehouse-keeper, and indeed almost every man mentioned on that long staff list, would benefit by the savings; but the savings are made in many ways; savings of stores, and savings by the proper use of all the appliances of a dock, and the hundred ways in which savings can be made; and it does not actually in any way affect the wages paid to the men employed.

15001. Could you tell me how it is managed in the case of a warehouse-keeper; do you take a certain sum which you consider the standard of expenses?

At the Tilbury Dock we have taken a standard and have ascertained that to work, say, 1,000 tons of cargo has cost so many shillings, and we have taken that as a standard; and should there be a reduction of two or three shillings in the course of the year on that standard, the whole of that difference will be considered bonus; three-fourths of it goes to the Dock Company, and one-fourth to the officers concerned, always excepting the superintendent.

15002. Then I understand you that the payment of wages, whether it be in time, so much an hour, or whether it be in the ton or plus, is entirely eliminated?

Yes; they made no alteration whatever in regard to the plus or the wages of the men. The plus is calculated on fixed rates; so many pence a ton for discharging sugar, so many pence a ton for discharging other classes of cargo; and if by extra exertions of the men there is sufficient money left at the end of these jobs it is divided between the men now as it was before.

15003. What

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Colonel DU PLAT TAYLOR.

[Continued]

15003. What I mean is, assuming that the warehouse-keeper did not give the men their proper amount of plus, that he did not calculate it properly on the weight or quantity of the goods dealt with, and therefore did not give the men their proper quantity of plus, I want to know whether that would come into this general scheme of making a saving, and whether he would benefit thereby in the shape of a bonus?

Yes, if it were possible, he certainly would; but it is entirely out of his power; it is not the warehouse-keeper who has anything to do with these calculations. We allow the payment to the labourer on exactly the same weights as we render to the merchant or the shipowner; and it is naturally our interest to make those weights as large as possible. Very often the accounts having been made out to the shipowner or merchant for a certain tonnage, after two or three months, when the accounts of the ship are closed, we have to make a considerable abatement in that tonnage; but we make no abatement whatever to the labourer who was employed at the time of the working of the goods; and the rates of discharge are fixed by the Dock Company, and can only be changed with the permission of the superintendent. In case he finds that the discharge of a special cargo has been very difficult, owing to small hatchways or the cargo being screwed into the hold, or various things which make the discharge more difficult, then the superintendent only, who is quite independent of the plus, is the officer who can, after due inquiry, increase the rate of plus so as to give the men a fair return for their labour.

15004. Who does calculate the actual plus?
It is done at the superintendent's office.

15005. He is responsible?
He is responsible.

15006. And how does he get at it?

From the warehouse returns, and from these returns are made out the returns or accounts which we render to the merchant or shipowner, and which it is to the Dock Company's interest to make as high as possible.

15007. We have had it complained in evidence that the men have no means of ascertaining whether this calculation is correct or not; that is to say, have no means of finding out what the basis of the calculation is, or what the actual amount of goods dealt with is, and that they would be satisfied if they had some means of finding that out for themselves; I suppose you would have no objection to that?

But there is no objection now. The warehouse-keeper's office, where all the records are kept, is close to where the work is carried on, and any labourer has an opportunity of going in and finding out these facts for himself.

15008. It is open to anyone?
Anyone.

15009. If the men chose to depute some man for the special purpose you would give them facilities to see on what basis the calculation was made, and what the amount of tonnage dealt with was?

Yes; but all the plus calculations are checked in London, and the weight operated upon absolutely agrees and must agree with the rates rendered to the shipowner or the merchant. These calculations are sent up to the central office where they are checked by the accountant; so that there is absolutely no chance of a man being defrauded of a single penny.

15010. How can the men get access to the central office?

They have duplicate returns. The records from which these sheets are prepared are kept in the warehouse.

15011. You would have no objection, I gather, to make an arrangement by which any man deputed by these men could at any time verify some of the cases, and ascertain the exact basis on which you calculated the plus?

(50.)

R R 2

None

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Colonel DU PLAT TAYLOR.

[Continued.]

None whatever ; it is absolutely open to any labourer to check and examine it in any way he pleases.

15012. Do you know whether the plus has varied of late years ; we have been told that formerly it was divided among the whole gang, and that now it is only enough to go to the head of the gang, and that it is much lower than it was ?

It is possible that in the last few years it has been reduced a little ; we have been obliged to look into every item of our expenditure of money. In years gone by when we were prosperous the rates for discharging may have been a little larger, and there may have been more plus divided ; but that is my own idea only ; the superintendent will be able to answer that better. I am not aware that there has been any alteration ; but naturally from time to time, every two or three years say, we review all these items of expenditure, and there may have been some slight modification of this item.

15013. Can you give us any opinion as to the trade in the Port of London ; we have had conflicting evidence. Some have said that it is decreasing, others that it is increasing ; and some have said that the transhipment is falling off, and others that it is rapidly increasing ?

I may say that last year and the year before, and probably the year before that, there was a decrease in the trade of the Port of London so far as the dock officials are concerned ; but for the nine months of this year the tonnage of vessels entering the docks is about 230,000 tons better than the previous year. But there is no doubt the transhipment business is increasing year by year, that is to say, more goods are landed in London for transhipment to the out-ports of England, or for transhipment to the continental ports.

15014. It is not the case that the opening of the Suez Canal, and the efforts that have been made by continental countries to secure for themselves the trade formerly transhipped by us has had the effect of reducing the transhipment ?

I have no doubt that that has very much reduced the tonnage that would, without the Suez Canal, have come to London. For instance, the whole of the silk trade, you may say, has left London and goes now direct from China, India, and Japan to the continental ports ; a great deal of tea is shipped to continental ports, and attempts have been made to ship wool to continental ports, but that has not succeeded so far.

15015. Where was the attempt made to ship the wool to ?

More than half the wool, I think, that is brought to London is sold for the Continent.

15016. To what continental ports, I mean, did they attempt to ship the wool ?

To Havre.

15017. They endeavoured to bring this about by means of a surtax ?

If carried in French bottoms ; but I do not think that English vessels had any advantage.

15018. I gather from you that it would be correct to say that the Suez Canal has caused us to lose some of the transhipment trade ; but in spite of that the transhipment trade is increasing rapidly ?

Yes.

15019. Do you agree that the dock accommodation in London is in excess of the demand, and that the competition is therefore pretty severe among the docks ?

That is rather a wide question to answer. There is no doubt that although at the present time we have more accommodation for big steamers than is absolutely necessary, the size of the steamers is increasing so rapidly, that in two or three years' time we shall only be equal to the requirements of the port. The difficulties of the Dock Company have been increased by the fact that

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Colonel DU PLAT TAYLOR.

[Continued.]

that whereas the upper docks were suitable for vessels at that time, the size is increasing so rapidly that we have been obliged to build these larger docks; and I myself feel satisfied that in six or eight years' time a great many of the large mail steamers will not be able to come up higher than Tilbury; but at the present time there is no doubt that we are over docked.

15020. Lord *Clinton*.] Have your superintendents ever received any complaints from men of ill-treatment?

Very rarely; but I was mentioning the other day that perhaps once or twice a year we receive anonymous letters, but they are immediately sent to the officer concerned for inquiry; and I have no recollection of any actual facts being proved of men being badly treated.

15021. Do you think there is this feeling among men that they had better not complain, that it might be worse for them?

I sincerely hope it is not true at our docks; we certainly would not allow any man to be injured in any way by reason of his bringing his grievances before the Superintendent or myself.

15022. Would there be any objection to giving some public notice to the men that they are welcome to bring any complaint they like before the Superintendent?

If I am not mistaken there is such a public notice. It certainly is in the dock regulations that any complaints are to be brought before the Superintendent.

15023. But do you think that is really publicly known?

I think so.

15024. We have had it stated by many witnesses that they are afraid of complaining; I do not say that that was stated in reference to your docks?

There would be no objection to making it known.

15025. Issuing some notice?

Certainly.

15026. Lord *Monkswell*.] Whose duty is it to decide between the men and the person they complain of; yours or the Superintendent's?

All minor cases would be dealt with by the Superintendent; but if the man were not satisfied he would come to me.

15027. And has a man ever come to you?

No.

15028. Then you do not know on what principles these inquiries are conducted; you have not been present at any inquiry?

I think once or twice in the 18 years I have had inquiries in my own office. We should call before us all the evidence the man can bring forward, and the rebutting evidence.

15029. And you would be present?

Yes.

15030. Was that because the men were not satisfied with the Superintendent's verdict, or because the Superintendent wanted you to inquire?

I could not at the moment state; but if required I could get the particulars of these inquiries.

15031. As to the man alleged to have been discharged for giving evidence here you say perhaps the discharge may have been on reduction; but is it not the fact that there is more work now than there has ever been in your dock?

But the work varies from day to day; he is an extra man, and comes to the gates and takes his chance day by day.

15032. And you hope in a day or two he may find himself taken on again?

Yes; probably to-day he is; but his proper course would have been to have at once complained to the Superintendent of the dock.

(50.)

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15033. *Chairman*.]

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Colonel DU PLAT TAYLOR.

[Continued.]

15033. *Chairman.*] I understand that we shall get fuller details from the Superintendents, Mr. Tod and Mr. Beck?

Yes.

The Witness is directed to withdraw.

Mr MAXWELL TOD, is called in ; and, having been sworn, is Examined, as follows :

15034. *Chairman.*] WHAT is your position?

I am the Superintendent of the Tilbury Docks.

15035. How long have you been superintendent?

Since the opening, in April 1886.

15036. Can you tell us what your duties are?

My duties are these : I am responsible to Colonel Taylor, who is the secretary and general manager, for all the work that goes on at Tilbury, inside and outside the dock, on the Dock Company's premises, except the engineering work, and the police work.

15037. What is the method of work at the Tilbury Dock ; is it piecework or contract?

We pay our men by time ; we take on men, and pay them so much per hour.

15038. Is none of your work put out to contract?

Only the work incidental to exports, which is a very small matter. We found it better to do that by contract ; the contractors take on men themselves, and do it for so much per ton.

15039. You mean loading?

No, not loading ; the quay work before loading ; that would mean goods chiefly at Tilbury coming in by rail, export goods ; and they would be taken out of the railway truck into the shed there, port marked and measured, and then would be delivered alongside the ship to the stevedore.

15040. And that part of the work is done by contract?

By contract.

15041. How many contractors do you employ?

We employ one, really, because it is one firm. We used to do the work with officers of the Dock Company, who were called wharfingers, and at Tilbury we had three wharfingers ; we found that it was better to make these men contractors, make them responsible for the work, and we established a firm of these three wharfingers as contractors.

15042. Then, practically, it is all done by one firm?

Practically it is done by one firm ; but I would tell your Lordships that it is a very small matter ; it is not a question of taking on hundreds of men. In delivering goods to one ship, I do not suppose that often more than 10 or 15 men are employed.

15043. And that work they contract to do for you at a certain rate per ton, I suppose?

At a certain price per ton.

15044. And how they do it is no concern of yours, except to see that it is properly done?

No concern of ours except to see that it is properly done ; and if any of the labourers has a grievance he has the right (and I hope he would exercise it) to come to me, and I should certainly look into it.

15045. Would you have authority to interfere?

Every authority. We can cancel the contract with our contractors at a minute's notice.

15046. Then

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[Continued.]

15046. Then the bulk of the work, I understand, is done by time-work?
By time.

15047. What we have heard called companies' work?
Yes.

15048. You pay your men so much an hour?
Yes.

15049. That would include the discharging and the handling of the goods on the quay and the warehousing?
Yes.

15050. What kind of labour do you employ?
We employ whatever labour we can get.

15051. I mean this: we have heard the labour roughly divided as "royals" or preference men, and "casuals?"

First of all, at the head of affairs as gangers we would have permanent men, who would be paid not less than 25 s. a week.

15052. All the year round?

All the year round. Then the remainder of the labour would be casual labour, and that can be divided into two classes. The better class is called preferable labour; the men's names are registered on a list, and they are paid 5 *d.* per hour between the hours of six in the morning and six in the evening, and 6 *d.* an hour between the hours of six in the evening and six in the morning. They would be taken on before the lower class of casual labour, in preference to them, and they would receive a share in this "plus," if there is a plus.

15053. Then about the inferior class, the casual labour; what do you pay them?

They are paid 4 *d.* per hour between the hours of six in the morning and six in the evening, and 5 *d.* per hour between the hours of six in the evening and six in the morning, and they would not receive a share of the "plus" unless they were employed on more responsible work than trucking.

15054. How many of these permanent men, gangers, do you employ?
Forty-three permanent.

15055. Would they do any work themselves, or merely superintend?

Under this bonus system they would do a certain amount of work themselves, distinctly. If there was only work for 43 men, those men would probably take trucks and do any work that came to their hands.

15056. Do you mean by the bonus system that system that Colonel Du Plat Taylor was speaking about just now?

Yes.

15057. Not the plus system?

No. The bonus system is quite distinct; the bonus system merely affects the permanent officers of the company; it goes no lower than the permanent labourers.

15058. And these permanent men would get the first of the work, in fact they would do all the work if there was only work enough for that number of men?

Certainly.

15059. And in proportion as you require more hands they superintend those hands?

Yes.

15060. Then you have the preferable men; have you any idea how many of those you employ on an average?

There are about 250 preferable men.

(50.)

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15061. On

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[Continued.]

15061. On your books?

On our list. When we started there were only about 20, but we have gradually increased the list, and as the men became serviceable men to us, and worth the higher price, and worth a share in the plus, we would put them on this preferential list.

15062. They are not employed all the time, I suppose?

They are only employed when there is work to be done.

15063. Have you any idea what their average would be during the year in employment?

The maximum number at Tilbury that we have employed was 800; that would be about 250 of these preference men, and the balance, 550, of the inferior men; that would be our busiest week. In our slackest week we should only employ 29 men; we did only employ 29 men of these 5 *d.* men. The remainder of the 5 *d.* men and the 4 *d.* men either found work elsewhere, or else stood out so far as we were concerned; we did not employ them.

15064. As to these 250 preferable men, what amount of work would they get during the year; would they be employed, taking it on an average, three days in the week, or what?

I should say that they would get tolerably constant work. Of course that is the great difficulty, that the work does fluctuate so; and of course if the work is not there we cannot employ them; but as a rule I think most of them are employed.

15065. Do you think, taking it during the year, that they would be employed half the time?

I should say more than that.

15066. And of course as to the inferior labour, the amount of work they might do would be very uncertain?

Not as to the first 100 or possibly 150 men; they would be employed, of course, not as regularly as the preference men, but still they would get a certain amount of regular employment; after the 100 it would be very bad, it would be only occasionally.

15067. When you are busy, and you are employing men of these different classes, are they all doing the same work?

No; 4 *d.* men sometimes may be working by the side of 5 *d.* men, and may be doing the same work. Our theory is (and I think it is proved in practice to be a correct theory) that the 5 *d.* man *per se* is a better man than the 4 *d.* man; that is the reason we have made him a 5 *d.* man; and therefore although he is doing the same work he is probably doing that work better; we think so, at least.

15068. As a matter of fact, when you are obliged to take on this inferior class of labour, I presume they are obliged to work alongside the other men?

Yes, but the preferential men will chiefly be employed in more difficult operations, such as receiving from a ship, or piling, or breaking down a pile; the 4 *d.* man as a rule will simply be employed in trucking.

15069. Do you know what the prices are at the East and West India Docks?

The prices there are 5 *d.* per hour, and 6 *d.* overtime.

15070. All round?

All round. Our reason for paying 4 *d.* at Tilbury was not an attempt (I believe some of the labourers think it was an attempt) to reduce prices; it was decided after consultation with the principal employers of labour in the district, the cement manufacturers. We said to them, "What do you pay your men"? They said that their men got as a rule from 3½ *d.* to 4½ *d.*, I think it was. We said, "If we started London rates, and paid our men at Tilbury the same as we pay them in town, would you like us to do it; would that rate be too high for you"? and they said that it would distinctly put up the price of labour in the district. That was the unanimous opinion of the principal cement manufacturers at Grays and Northfleet who attended the meeting.

15071. Their

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[Continued.]

15071. Their opinion was that it would put the price up?

Yes, because the rate round Tilbury for agricultural labour and cement work was not so high as the 5*d.*, which the London dock labourer is receiving.

15072. Do you know whether the same class of men as are working for these cement works would be working for you in the docks?

I think so; if a man could not get work in the cement works, and he was slack, he would come to us, and the agricultural labourer when slack would come to us, when there was not much work in the field.

15073. They pay a lower rate, according to you, in the cement works than in the docks in London; are the men employed in the cement works the same class of men as the men employed in the docks, or are they worth less money?

That I am hardly in a position to say; of course in the cement works they get much more regular work than they do in the docks.

15074. Therefore in that case the lower rate of wage at the cement works would practically amount to the same thing as the higher rate of wage at the docks?

Yes, I should say that a man who is employed at cement works would make more money than a man who takes his chance of getting work at the docks.

15075. At any rate, your reason for reducing the rate at Tilbury from 5*d.* to 4*d.* was on account of the employers of labour in the neighbourhood?

Yes.

15076. Who objected to your raising the price?

They did not object, we asked them; we had heard a great deal about country wages, that porters and the railway staff in the country get less wages than in town; and we pushed the question a little bit further and asked about casual labour.

15077. Have you a great crush of men looking for work at Tilbury?

Sometimes the demand overtakes the supply. As a rule, there are men, and to spare.

15078. And the men are selected by the foremen?

The men are taken on by the foremen, but the warehouse-keeper is always about, and he probably knows something about the men.

15079. Do the foremen give tickets to these men who are taken on?

No; we have a kind of a pulpit where the foreman stands.

15080. I think Colonel du Plat Taylor explained that?

Yes, it is that system; we take the men on by name.

15081. And you employ boy-labour at Tilbury, do you not, to a certain extent?

It depends upon what is meant by the word "boy." I have never seen a boy there who looked younger than 15; I have seen boys employed there, and during the strike we were very glad to employ them, but we merely employed them in trucking; we should most certainly have declined to employ them for any other purpose. The boys or youths of 15 to 18 can do a day's work, we consider, as well as many of these men.

15082. What do you pay them?

The same price, 4*d.* per hour and 5*d.* overtime.

15083. Perhaps you would tell me a little more about the "plus." You say that the preferable men get their 5*d.* and 6*d.*, and share in the plus if there is any?

That is so.

15084. What causes there to be a plus, or not a plus?

I began by saying that the plus is not a part of our agreement with the

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[Continued.]

man; it may have become to be part of the agreement by practice, but our agreement is, so much per hour; and I think that this is proved by the fact that there is not always a plus; sometimes from causes which cannot be helped; I mean it is not the fault of the men, but the work works out very expensively, and there is no plus. The man in that instance is told that there is no plus; in that case, I have no doubt he grumbles a little to himself, but he does not say, "You promised me a plus," or anything of that kind; he knows quite well that that is a favour; the agreement is, so much per hour.

15085. As I understand it, the origin of the plus is this: you agree with the men for so much an hour, and then you have in your own mind a calculation of how long it ought to take to discharge a certain cargo, and if it is discharged more rapidly than the calculation you have made would lead you to expect, you divide a certain proportion among the men?

That is it; it is entirely a bribe to try and induce the men to take an interest in their work instead of doing it as machines, and sometimes as rather unwilling machines.

15086. The faster they get the work done the more benefit they get in the shape of plus?

Yes; but here I should like to say something about that; I think one witness stated that the plus was arbitrary, and that it worked out hardly. He may think it does, but the way of it is very simple: Two ships might come in at exactly the same time, and might have precisely the same cargo; but in one the different consignments are handy, all close together; in the other they may be entirely scattered; that, of course, necessitates a great deal of sorting; the sorting means more time and more expense; the one in which the extra sorting has to be done would be a very much more expensive job than the one in which consignments come regularly to hand. That, I think, explains a good deal why the plus may be thought to be arbitrary; but there is no doubt that the men in their rough-and-ready way may have a very good idea of what the plus will be.

15087. How do you decide what the plus is to be?

We take the tonnage, and we have certain rates laid down in consultation up in town; these rates are arrived at as the result of experience.

15088. What do you mean by "rates"?

Rates per ton, it might be, 6*d.* per ton; 100 tons, multiplied by 6*d.*, give 50*s.*; and, therefore, if the cost only amounted to 49*s.*, there would be a shilling plus to be divided amongst the men.

15089. Then you have to make that calculation, of course, with every ship?

With every ship.

15090. And having done so, you would say to yourself there is a plus or not a plus according as the ships worked out?

Yes.

15091. And the amount of the plus depends upon the relative quickness with which the ship is worked out?

Yes.

15092. What has been complained of before us is, that it is impossible for the men to understand on what basis you make your calculations, and that they cannot tell, except in some cases of grain, and so on; and goods that are in bags, of which they could calculate the weight pretty well, what the real amount of the tonnage or the quantity that they have dealt with is?

That is the complaint of a man doing dock labour who does not understand his work. A dock labourer does not require to be told the pluses; he is able to arrive at it by a rough-and-ready manner; and I think that is a statement of men who wish to grumble at something, and that is one of the few things in our system that they can grumble at.

15093. We

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[Continued.]

15093. We have been told that men working at one ship have received a plus, and working at another ship with a similar cargo, and under similar circumstances they have calculated that they ought to receive a plus, but that they have got none; and that they are dissatisfied with that, and that they are dissatisfied because they cannot find out the reason why they have not got the plus, in the second case; that they have to rely entirely, in fact, upon the dock company or their assistants, taking their word for it that they are to have the plus, or not to have the plus; and they do not know the reason why they should have it in one case and not in the other?

I think that if they applied to the warehouse-keeper he would give them the reason; if they are not satisfied with his reason if they would apply to me I would look into the matter, and explain why they have not got the plus. We certainly have not the least intention of depriving them of a plus that has been earned; I have never yet had that complaint made to me about there being no plus, or there being too little plus.

15094. Are your calculations sufficiently simple that they could be placed before the men in some way that they would understand them?

If it were desirable to do it; but I do not really see that the men have any right to ask that, because the principle for which I contend is that the plus is not part of their agreement, the plus is a favour.

15095. Do you mean to say that it is not generally understood that in working for 4 *d.* or 5 *d.*, or 5 *d.* or 6 *d.* an hour, plus will in certain cases be earned; is not that the general understanding, as an incentive to the men to work hard?

They know perfectly well that it is left to the Dock Company; and I believe that the bulk of dock labourers know perfectly well that it is fairly worked out. It would be impossible for the warehouse-keeper or the people at the smaller office where the work is done, to keep anything back.

15096. I am not asking you whether it is true that it is not properly calculated; I am asking whether there is any way in which the men can be satisfied that it is properly calculated?

That is a point which of course the general manager would have to decide; I should hardly have to decide that. Of course the men could see it by inspecting the books. Whether it is desirable to have labourers in an office inspecting the books, is to my mind another matter; they might obtain information which they might use in the interests of other people than ourselves; there might be a good many things in them which we do not wish the public generally to know.

15097. It would not be difficult, I suppose, to satisfy them as to the tonnage or quantity of the cargo?

They know that.

15098. The evidence given to us was that they do not know it?

They can see the customs entry. The plus is not paid on the same day; they can get a very good rough idea of what a ship has got in her; the men who understand their work, I do not say the bootmakers and such men who come in, but the regular dock labourers; by looking at the draught of a steamer, and knowing where she comes from, would know pretty well what is in her.

15099. But not exactly?

Then they could get the information, and they do get the information.

15100. I gather from you that you do not think it would be practicable to have your calculations put in such a form that the men could easily depute one of their number to go and see the basis on which the calculation of the plus was arrived at, and that it amounted to so much or no plus at all?

I think it would be quite practicable, but I do not know that it would be expedient.

15101. Now perhaps you will tell me a little more about this bonus system?

The system under which we work at Tilbury was only introduced some four

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or five months ago. A standard cost per ton is taken; we will say the discharge of a cargo costs 6 *d.* per ton, and in that 6 *d.* per ton would be included everything; in it would be included the superintendent's salary, stores, almost everything that would affect the docks. Take the case of discharging at 6 *d.* per ton, if, owing to economy or harder work, the cost during any given time was 5½ *d.* per ton, there would be a saving of a halfpenny; this halfpenny would be multiplied by the number of tons discharged during the period under consideration, and 25 per cent. of that result would be given to the staff; therefore the Dock Company would have saved 75 per cent. of a certain amount.

15102. In fact it is a kind of premium paid to produce economy in management?

Yes, and one that has worked very successfully.

15103. Would not the reduction or the extinction of the plus affect economy in management in working the dock, and consequently affect the bonus?

Yes, certainly; if we could do away with the plus altogether, the warehouse-keepers and everybody else would earn a larger amount.

15104. I mean to say if the proper amount of plus is not paid, that would benefit all the employers in the dock?

The proper amount of plus must be paid; at least, I do not see that it would be possible for them to prevent its being paid because the superintendents neither have a share in the bonus nor have they a share in the plus; and if he saw a warehouse keeper or a foreman swindling (because that is what it amounts to), the foreman or the warehouse keeper must go.

15105. And it must come, must it, to the notice of the superintendent?

Yes, certainly.

15106. Because he makes these calculations?

The superintendent does not make the calculations, but those returns from the warehouse keeper's office pass through the superintendent's office, go up to town and are checked by the accountant at the central office. There is a double check; they are checked by a clerk in my office first, afterwards up in town at the accountant's office.

15107. It is impossible for the men you say to be swindled out of their proper amount of plus either by a false calculation of the tonnage or in any other way, without your finding it out?

Certainly; and that they should be swindled in the tonnage would be extra impossible, because we estimate this plus that we pay on the tonnage for which we render bills to the merchants. And I think Colonel Taylor mentioned this: that when the plus is paid there is an end of that, but when we send the bill in to the shipowner the shipowner may say, "You have charged me for 100 tons and I only admit 90"; we should then probably have to reduce the charge to the shipowner, but we should not ask the men to give back their plus.

15108. At any rate you say that no swindling of that kind could take place without your knowledge?

No.

15109. To return for a moment to the plus, have you changed your basis of calculation of late?

No.

15110. It is the same as it always was?

Yes.

15111. But there is less plus than there used to be?

I do not think so. Tilbury was opened in April 1886; I think the plus is very much the same as it was. We do not pay it to everybody; we pay it only to the preferential men; we never have paid a plus to the 4*d.* men.

15112. Lord Clifford of Chudleigh.] Does that only apply to Tilbury or to all the docks?

That

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Continued.

That would also apply to the East and West India Docks, generally; but I am speaking more particularly of Tilbury.

15113. You say you have never paid it to the Tilbury labourer?
Never to the 4 *d.* labourer at Tilbury.

15114. That statement only refers to the Tilbury Dock?
Yes, because there is no 4 *d.* labour at other docks.

15115. *Chairman.*] At any rate you are confining your answers to Tilbury?

Yes, I am confining my answers to Tilbury.

15116. At Tilbury do you do all the discharging, or do you allow the brokers or merchants to discharge their own ships?

We do it all ourselves. If a shipowner wanted to do his discharging he would be somewhat handicapped by rather heavy charges which the Dock Company would place upon him in the form of royalty.

15117. But do you allow him to do it?

He could do it by paying us a certain amount; but he never wants to do it; it would work out much more expensive to him.

15118. You mean he never does it?

He never does it.

15119. I suppose you pay each man individually?
Each man individually.

15120. About the calls, what time are the men taken on?

Whenever there is work. As a rule, if there are men to be taken on, they are taken on at seven or eight o'clock.

15121. Seven or eight o'clock in the morning?

Seven or eight o'clock in the morning.

15122. But you can take them on at any time you want them?

We take them on at any time when we want them.

15123. It has been suggested that it would be an advantage to the men if there were two fixed hours, two calls, one in the morning and one in the afternoon, so that they should be only taken on at one of those times; would that be to their advantage?

Not to the Dock Company's, but I do not know about the men; I do not think it could be done.

15124. Why not?

I think it would be a most unfair thing that we should be asked to take men on at eight o'clock when there will not be work till twelve. I may see a steamer coming up the river at eight o'clock; she will not be able to be discharged till eleven in the morning. We are perfectly fair in the matter; we do not take on men for half an hour, or anything like that, as has been stated.

15125. In such a case as you mention the steamer would have to wait till one in the afternoon?

I do not think that would be a good thing. If the steamer is going to be ready to work at eleven o'clock I should like to take it on at eleven o'clock; but if I was handicapped by having to take men on at certain times I should certainly not take them on beforehand but take them on afterwards.

15126. Then we have been told that men are taken on and discharged for meal times?

That is utterly untrue as regards Tilbury, and I can say as regards the East and West India Docks.

15127. That you know of your own knowledge?
I know it of my own knowledge.

(50.)

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15128. How

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[*Continued.*]

15128. How do you know ?

Because I have personally inquired of all the warehouse-keepers.

15129. As I understand, the foremen take on the men ?

Yes.

15130. Not the warehouse-keepers ?

Not the warehouse-keepers ; but still it is all under the knowledge of the warehouse-keepers. Not only do we not do that, but suppose we take men on at eight o'clock and their work is finished by twelve, we do not pay them off at twelve.

15131. But how do you know that a foreman does not discharge the men in that way in order to gain the hour, and then put the money in his pocket ?

He does not pay the men.

15132. Who does that ?

The warehouse-keeper or the assistant warehouse-keeper.

15133. Then the foreman and the warehouse-keeper must agree together to do it ?

I do not see how it could be done.

15134. It could be done if they chose to do it. The warehouse-keeper gets the money to pay the men for so many hours, and we will suppose tells the foreman to discharge the men during this meal time and take them on again an hour later, then he and the foreman would put in their pockets the value of that hour's labour, whatever number of men they were employing ?

I can only say that I defy Mr. Tillett or Mr. Welsh, or any of these men who have given evidence, to bring forward a single case where men have been paid off for the dinner hour ; and that is not only for Tilbury, that is for the whole of the East and West India Docks.

15135. At any rate you think it is not done at Tilbury ?

Distinctly not ; and more than that, if we take men on at eight o'clock, the dinner hour is twelve, and if the work is over at twelve, we should not pay them off sharp at twelve ; we should pay them till one o'clock.

15136. What I am asking you is not whether you, the superintendent, or the Dock Company do this, or approve of its being done, but whether it is possible that it occurs in spite of the disapproval of the Dock Company ?

No.

15137. I want to get from you how you are convinced in your own mind that this thing is not done without your knowledge by collusion between the warehouse-keeper who pays the men their wages and the foreman who takes the men on and discharges them ?

One of the reasons why a superintendent is there at all is to act as an arbiter in many matters ; he very often acts between the men and the foreman or warehouse-keeper, and that is perfectly well-known at Tilbury. At least twice a week, when I come up in the morning, there are labourers waiting to see me who have grievances.

15138. You think if this was done the men would complain ?

If they do not do it, it is their own fault ; if they did it would be righted at once.

15139. Supposing that they complain, would they not lose their chance of future employment ?

No ; let them keep on with their complaints. Supposing a foreman said, " Very well, I have a grudge against this man and will not employ him again ; " let the same man who complained once complain again, and say, " This is the result of my complaint, that I am paid off. "

15140. But the foreman would, of course, give some other reason for not employing him ?

He would have to give some very good reason indeed, or he would go.

15141. You would take care that the men did not suffer by complaining ?

Yes,

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[Continued.]

Yes, and the men know it; I do not know that the agitators know it, but the men know it.

15142. Under your system at Tilbury, I presume the Dock Company are directly responsible under the Employers' Liability Act?

Yes, certainly.

15143. Have you many accidents?

No. I have taken statistics for 1888: "Fatal accidents, *nil*; serious accidents, 19; slight accidents, 73;" we are not liable for all those.

15144. How do you escape liability?

They might not all have been at the time of working, for all I know; I simply take the cases I have heard of.

15145. Is it at all likely that men are reluctant to complain or to give evidence about accidents that occur from fear that they should not be employed again?

No; and there are a certain class of lawyers well-known who would take very good care if the men did not themselves show any interest in the matter, and would find out any case where a man had had an accident and tell him that the Dock Company were good enough to go against.

15146. You mean that there are lawyers who would take it up as a speculation?

Yes. I do not know what terms they make with these men, but I know that I have had letters at Tilbury, and letters sent down from town about it; and everybody connected with docks has had the same experience. And further, in cases where there is no liability under the Employers' Liability Act we give men compassionate allowances. The man who was giving evidence this morning said that his accident happened at the South Dock; that means of the East and West India Docks. I think, probably, if that accident were inquired into we should find that it was not an accident for which we were liable or else he would have obtained compensation, but that he obtained this compassionate allowance instead.

15147. I do not think I asked you what superintendence you have over the work; the people you employ to superintend the working out of the ship?

I should not stand over a ship the whole time myself, of course, but I should see that the people were at their work and doing it properly.

15148. You yourself would personally do that?

Yes.

15149. Do you find it necessary or advisable to put experienced hands at the coamings?

I heard something about warding off chains, and boys doing it. I do not know anything about that; we do not employ boys for that work.

15150. I asked you whether you thought it necessary to avoid accidents to put an experienced and strong man at the coamings?

I should not think of strength in the matter but of experience certainly; it would not do to put a man to tell the crane man to raise when he meant lower, but you must have a man with a head on his shoulders.

15150*. Lord Clinton.] When you say a man gets 5 *d.* an hour for a day of ten hours, do you mean ten five-pences or are there any deductions?

No, none.

15151. What times are allowed for meals?

Breakfast, I think, is at six o'clock in the morning, and a man would be allowed half an hour for dinner in the middle of the day, and he would be allowed, I forget whether it is half an hour or twenty minutes for tea.

15152. But there are no deductions for those meal times?

No.

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[Continued.]

15153. How is it at night; do they get 6 *d.* an hour all through?

Supposing they worked all night until we will say breakfast time, they would not only be paid for all night, but they would be paid for that hour during which they were having breakfast; they would practically be paid until seven o'clock in the morning.

15154. Is there any rest during the night?

There is the supper time.

15155. At any rate they get paid the full time?

The full time; and if they do not they have their remedy at once, to complain to the warehouse keeper or to the superintendent.

15156. Lord *Clifford of Chudleigh*.] You said that plus was calculated upon first of all rates per ton and then upon the labour cost?

Yes; the amount of tonnage is multiplied by a certain rate.

15157. From that is subtracted the labour cost?

From that is subtracted the labour cost.

15158. I can quite understand that it would be inconvenient to have these labourers in the office, but would there be any inconvenience in publishing those figures for them, the calculation you have just gone through, the rates per ton, the amount of tonnage, and the cost of the labour?

I do not think that would be very practicable; I think it would lead to a tremendous number of disputes.

15159. Do you mean that it is not a simple calculation; to me it appears a very simple one?

It is a simple calculation, but the man might say, "Well, I dispute the rate," or, "I dispute the tonnage." If he is going to dispute anything why should he not dispute everything?

15160. But as I understand it, they dispute the whole calculation from ignorance of it; if they only knew it they would not dispute it at all; but they say, "We do not know the calculation, therefore we say it is wrong." They could not dispute the rate because it is fixed, and they could not well dispute the tonnage because that is taken from your books; and, as Colonel Du Plat Taylor explained to us, there is every reason why the Dock Company should put that tonnage at its highest figure, so that they would not be likely to dispute that?

It is entirely a matter of opinion. If Colonel Du Plat Taylor, who is my chief, told me to let the men see the calculations, I should let the men see the calculations; but I should still have my private opinion as to whether it was an expedient thing to do, whether the men would not see other things which we should not like them to see.

15161. I quite understand your saying that they should not come into your office and look through the books, but the calculation would be a simple one of about three lines of figures, and I do not see myself where the inconvenience would arise to the Dock Company if they set up on a slate, or anywhere where the men could see it, that simple calculation. You say you think it would be inconvenient: I will not press the question if that is your opinion?

Inexpedient, because my contention is that the plus is a favour.

15162. It is a favour in the first instance, but do you think that it is a favour when once you have granted it?

I think that if there were plenty of labourers about, and there very often are, if I said to them, "Well, I have decided to abolish the plus," the competition is so keen, and there are so many of them, that some would come without the plus.

15163. You say, as I understand you, "We are going to give you a plus;" the

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the men say, "We should like to know what that plus is," but you say, "It is entirely a favour, and you will have to take just what we give you."

Yes.

15164. You think that is all they have a right to know?

That is the way I should work it myself.

15165. Lord *Monkswell*.] You say that on an average you have complaints about twice a week from workmen. Have you ever dismissed a foreman in consequence of any such complaints?

No. I have had no complaint which made it necessary to dismiss a foreman. I do not think I have ever had a complaint against a foreman.

15166. What sort of complaints have you had?

I think I have got one complaint which came in the form of a letter from Mr. Tillett (I do not know if I may put this letter in), which he wrote after I had seen a man here. There was a witness, I need not mention his name, one of the witnesses here. I was rather surprised at what he said; he said he had worked at Tilbury. "Why are you not working there, now?" I asked; he did not seem to give any very definite reason. I said, "Is it because you are a union man? I have no objection to you on that ground. Because you did not work during the strike? I have no objection to that; in fact, I think it is a very good thing for you to be a union man if you think that that will advance your cause. You had better go to Tilbury; I will make inquiries, and if there is nothing against you you shall certainly get work there," and he said he thought he would go, he was not quite certain; and then Mr. Tillett wrote me a letter about another man which I inquired into. The man Mr. Tillett wrote about was a very different kind of man; he was an agitator; he was a man who had not only been on strike but had taken a very active part in the strike.

15167. It comes to this, in the exercise of your own discretion, because you considered that he had taken an unjustifiable part against your officials you decided that, on the whole, it would not be advisable to take him on?

Yes, and the rule which I have gone on in consequence of that strike was, that no objection should be made to a man merely because he was on strike, or because he was a union man. I do not know the union men from the non-union men.

15168. But supposing somebody told you that a man had used very unjustifiable language towards your officials, would you consider the mere fact of your being told so a sufficient reason for not employing him, or would you inquire into the matter yourself and see whether the thing as reported in the newspapers was accurate?

A thing of that kind our police, who are under separate control from myself, would know quite well; they would know quite well who the agitators were.

15169. You would practically leave it in the hands of the police?

I should leave it in the hands of the police.

15170. You do not know any case where a foreman has been dismissed in your dock for improperly discharging or taking on labour?

No; and I think that is an excellent proof that there is no improper discharge or taking on of labour.

15171. You have had no complaint of any such matter?

No.

15172. Though you have been in the habit of receiving complaints?

And the men know it.

15173. The foreman take on the men and the men get on the preferable list, according to whether they are good workmen or not; whose report do you go on in finding that out?

The warehouse-keeper's.

15174. And he has it in his power to put a man on the preferable list?

(50.)

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Yes,

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[Continued.]

Yes, and I very seldom interfere in that, because it would look like favouritism.

15175. Supposing you found a man not on the preferable list whom you thought a good workman, would you go and inquire into that matter?

Yes.

15176. Do you know whether, as a fact, the whole preference list is always gone through in the selection of men, or whether there is in point of fact a preference list again out of that preference list?

I think very probably there is. It would be to the interest of the foreman knowing that by the exertions of the man he would get a bonus, and therefore an advantage to himself. I think that would be a very strong lever for the foreman to select the best men; and therefore I have no doubt in their own mind they say, "So and so is the best for my work," and that in itself would form a preference list out of a preference list.

15177. So that you would not consider it was a matter for remonstrance with the foreman if you found that the preference list was not regularly gone through but that for instance one man on it was taken twice, and another man not at all?

No; Smith might be employed six days out of the week, and Brown, who comes next, might only be employed we will say once; I should not say because Smith and Brown are both on the preference list, and there are seven days of work, that, therefore, I am bound to divide it equally between them.

15178. *Chairman.*] Did I understand you to say that you objected or did not object to agitators?

I object to agitators.

15179. And you will not employ them?

No.

15180. But I think I understood you to say that you did not object to any man for having gone out on strike?

I think a man has a perfect right to test the labour market by declining to put in an appearance, and I do not bear the men any grudge for doing that. I think that sometimes they do not choose the most diplomatic way of doing it, but that is hardly to be expected; but then when they have proved that the supply is in excess of the demand (and I think that is proved by the failure of the strike), then it is foolish to go on striking.

15181. Were you here when Mr. Driscoll was examined?

I was here.

15182. I will call your attention to Question 13772: He is there asked, "Are you working now at the Tilbury Dock?" He answers, "I was working at it up until the strike. I do not expect I shall get any more work; in fact I know I will not, because the policemen have prevented me from going on; they say that I am one of the agitators. (Q.) You mean by the policemen, the dock police?—(A.) Yes; I applied for work on Tuesday morning, and I was called on by the foreman, and when I was going in somebody called out that I was one of the strikers, and the foreman on the gate asked me if I was a striker. I told him what was the truth, that I came out with the men, and that having come out, I felt that I was bound to stay out till they finished, and then he called up to the policeman on the bridge, 'Is this one of the strikers?' He said yes, and then he said to me, you can go to Mr. Welsh and Mr. Tillet, they will pay you your money; that is to say, this witness contends that practically he was not taken on because he had been out on strike?"

This is a very good case in point, because this man knowing that he can get hold of the superintendent and lay his grievances before him, has, since he gave his evidence, been to see me, and he spoke to me about this, and I said, you were amongst the agitators, were you not? he said yes; I said, "It is a pity if you did not want to work you did not stay at home instead of getting right under the eye of
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[Continued.]

of the police, making yourself a prominent man; you cannot expect the dock company to employ you." I should think it would be a dangerous thing to do.

15183. By "agitators" you mean men going out on strike?

No, I mean more than that, men who use statements and are not altogether careful as to their accuracy, and preach to the other men to strike.

15184. I suppose Mr. Driscoll took a prominent part in it?

Yes. To continue my definition of "agitators"—who, when there is intimidation of a powerful and unjustifiable kind to those men who are non-strikers, do not inform the intimidators (who are possibly acting through ignorance) that they are simply injuring their cause by such conduct. This is my definition of an agitator.

15185. You were telling us what conversation you had with Mr. Driscoll; have you finished that?

I told him then that I had been into his case, and that I remembered seeing him outside myself; I had had him pointed out to me as one of the few men amongst this crowd outside who had worked in the dock, and the police knew of him, and it was hopeless for him to think of getting work at Tilbury; and he asked me what I thought he had better do. "Well, I said you had better go up to town, or else you had better go and get work at the cement works;" I said, "I cannot help you as the servant of the dock company, but I might be able to try and influence work for you in the cement works," and I have written to a personal friend in the cement works since, and he is going to see what he can do for him.

15186. Practically the witness is correct in saying that he was refused work, and so on by the foreman, in the presence of the police, but you say that it was not, as he alleges, because he was one of the strikers, but because he was what you call an agitator, and behaved in a way you thought improper on the part of one of the servants of the dock company?

Yes.

15187. And you say distinctly that merely for going out on strike you would not countenance a man being refused work by a foreman?

No, certainly not. There is one other matter upon which, if I might, I would make one statement here. Mr. Tillett said that mail boats were discharged at extra speed, but not paid an extra rate.

15188. Was he speaking of your docks?

No, he was speaking about a general matter; and I do not think he mentioned that although we may not pay an extra rate for the extra speed, yet in order to obtain that extra speed we have to employ an extra number of men, and that therefore in the long run a mail boat does amount to an extra rate.

15189. What mail boats do you have?

We have the Orient.

15190. And these mail boats are discharged very fast?

The Orient are discharged very fast.

15191. You have to employ a great number of hands for the purpose?

If we have to discharge a steamer fast, we have to employ certainly a much larger number of hands.

15192. It has been stated before the Committee that the reason for great hurry on the part of mail boats very frequently is because they have to be discharged very rapidly and filled up again, in order to start at the proper time according to their contract, when they come in late; is that the case in your opinion?

I think not. I think it is a very rare thing for the incoming steamer to have to turn round in order to go out quickly, because there is always a certain supply of steamers on hand.

(50.)

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15193. Then

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[Continued.]

15193. Then why is there this special tremendous hurry?

I suppose they like to feel that at any rate the steamer is ready in case she is wanted.

The Witness is directed to withdraw.

Mr. THOMAS BECK, is called in; and, having been sworn, is Examined, as follows :

15194. *Chairman.*] WHAT is your position?

I am the superintendent of the West and South West India Docks, the senior superintendent of the company.

15195. I just now mentioned to Colonel Du Plat Taylor a letter I have received, stating that one of the witnesses before the Committee, who had been working for 21 years in your dock, had been discharged; do you know anything about that?

I am exceedingly sorry that Pidgley should have written you a letter——

15196. The letter is not from Pidgley?

Or that Pidgley should have stated what he did. Pidgley's father worked for the dock company, and Pidgley himself has worked, as he said, for 21 years, and he was a permanent labourer till 1885, when he was taken before the magistrate for drunkenness and for ill-using his wife, and was sentenced to imprisonment, and for that he was discharged from the service.

15197. You mean he has not been working since 1885?

Since 1885 he has been working as an extra labourer.

15198. I understand that up to 1885 he was working as a permanent hand, and since 1885 he has been working occasionally?

Occasionally, but still he has had very good work. That was his testimony the other day. I think that his work was pretty constant.

15199. As to his being discharged now, what do you say?

It is false.

15200. Do you know anything about it?

I know, because I have spoken to the warehouse-keeper about him. He said Pidgley understood his work very well, and he had no idea of paying him off, and therefore he had not been paid off, unless it was done the last day or two. Though we have been very busy at the wood wharf this year, they are now slack; for some few days they have had not a vessel at the wharf, and the number of men was reduced from 230 to just under 100 men; and of course Pidgley, being an extra man, may have been paid off; but if so, it had nothing to do with his appearance before this Committee.

15201. But up to two or three days ago he was not paid off, you say?

Certainly not; he has evidently paid himself off by coming before the Committee; that is his own act.

15202. But you do not know whether he has been paid off and discharged since then?

Within the last day or two I do not know whether that is the case; but I know that a week ago he was employed.

15203. You said that his attending here was his own act, but you will understand, of course, that a witness summoned by the Committee is obliged to attend?

Yes, and the dock company has no objection to that.

15204. Perhaps you would be able to let us know on another occasion whether he has been paid off?

Yes. While he conducts himself well there is no fear of his being paid off; I can

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I can assure you of that. While asking me that, perhaps you will allow me to say that Mr. Tillett himself said, speaking of the wood wharf, that they have more men in that department in their society than in any other department in the West India Dock. That very fact shows that the men are not paid off because they belong to his union; because, if the men were paid off for that reason, those men would not have been there.

15205. What are your duties?

To supervise the West and South West India Docks generally; all the heads of departments are under me, except the engineer and superintendent of police; the dock masters are under me, and all the warehouse keepers and clerks.

15206. You are in a similar position, in fact, to the last witness, Mr. Tod?
Yes.

15207. What is the mode of work in your docks?

Ours is called piece-work, but it is not piece-work in the general acceptance of the term, because that would be an amount which would be paid for the piece, for the work done; and, whether the men realised much or little, that is what they would receive; but we pay the men, as Mr. Tod has stated, 5 *d.* an hour, and that has been paid now for 16 years; before that time the men were paid 4 *d.* an hour; but 16 years ago the company gave them an advance of 25 per cent., increased their pay to 5 *d.* an hour, which pay has been maintained ever since. Although within the last four or five years the keen competition between the companies and the wharves has reduced our rate, yet the labourers have suffered no diminution in their pay.

15208. I thought you said the work was piece-work?

Not piece-work according to the general acceptance of the term, but the men are paid per hour; and in order to stimulate the men (they know it, and have known it now for years) in this work, what they call the piece-work system has obtained. There are regular rates for the information of the warehouse keepers laid down, a minimum and a maximum, between which they can work, according to the nature of the cargo and the port from which the vessel comes; but the men are secured 5 *d.* an hour from six in the morning to six in the evening; if they work from six at night till six the next morning they are paid 6 *d.* per hour.

15209. As I understand you the men get a minimum wage of 5 *d.* and 6 *d.*?
Yes.

15210. What is the maximum?

Generally with the ship men, taking the average all the year round, I think those men would get about 6 *d.* per hour all the hours that they work; not so much for the quay men, probably 5½ *d.*

15211. Then I do not clearly understand how the piece-work comes in; they get 5 *d.* an hour, but are supposed to do a certain amount of work for it?

They work the ship out and the warehouse keeper has a fixed rate, a minimum and a maximum, between which he can work.

15212. A minimum and maximum rate of what?
A piece-work rate.

15213. So much a ton?

Ninepence to 1 *s.* a ton, it may be, and if it is fixed at 9 *d.* the ship is worked out at that; if it be 1,000 tons so many men have been employed; if there should be 10 *l.* over, that is divided between the men according to the number of men and the days.

15214. That is what has been called "plus"?
Yes.

15215. I understand that a ship is worked out for a certain rate per ton, and if the men did not earn 5 *d.* an hour at that rate, they would get that 5 *d.*?

Yes.

(50.)

T T 3

15216. And

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[Continued.]

15216. And if they earned more by its being done quicker, a proportion of that would be divided among them?

Yes; and therefore the advantage is all to the men, because there are instances where the tonnage at the given rate does not work out according to the number of hours the men have worked; that is, the amount is less by 5 *l.*, sometimes 10 *l.*; the company lose that; therefore the men stand always to win; that is, they are sure of getting their stipulated rate of pay, and they may get a plus, but if there should be a loss the company stand the loss, and not the men.

15217. Is none of your work done by contract?

Very little, not more than a hundredth part, but we do sometimes have rough cargoes or bulk cargoes, and we put it out to contract; not to outside contractors, but to our own men.

15218. And does the company do all the work in your dock in discharging?

A shipmaster is allowed to discharge by his own crew if he so desire; and many of the foreigners do that; but English sailors are generally paid off the instant the vessel arrives in dock; and therefore, as a fact, we may say that all English vessels are discharged by the company; the company will not allow any other men than the ship's crew to discharge the vessel.

15219. You mean that the company will not allow the master of the ship or the broker to find his own labour?

No.

15220. Or to discharge his own ship, and take the labour from the docks?

No.

15221. Practically all the work done is done by the dock company?

Except where foreign captains choose to discharge by their own crew, the crew not being paid off.

15222. In that case what charge do the dock company make for discharging the vessel?

Nothing.

15223. Do they not provide any machinery?

If the captain does require the hydraulic machinery he will have to pay for it; but if he chooses to work by the ship's winches, and discharges his own cargo, he has nothing to pay; nothing beyond the dock dues for bringing the vessel in and taking her out again.

15224. And all this work is paid for on this system of partial piece-work?

Yes.

15225. A kind of modified piece-work and time-work?

Yes, it is time-work, with a stimulus added.

15226. Now, I should like to ask you some questions. I asked before about this plus, and the method it is calculated upon. The complaint is that the men do not know how it is calculated, and that they think they are done out of their proper amount of plus?

I do not see how that can be, because the weights on which those men are paid are the weights (as has been stated by Mr. Tod) which we charge to the shipowner for the tonnage of his vessel. The weights are checked by the clerks in my office. The check there is only as regards the weights; as regards the money, that is checked by the accountant in connection with the secretary's office at the dock-house. So that there are two checks.

15227. What I want to get out from you is, whether there is any practicable easy way in which the men could ascertain the method in which the plus is arrived at?

As a fact the men do know roughly, I cannot say exactly, but they are very cute indeed, and they know very well, as well as anyone can know without having the actual weights, what the cargo turns out. But I have questioned
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[Continued.]

the warehouse-keepers, and it is within my knowledge that the men have now and again been invited into the warehouse-keeper's office to inspect the books, and see what the right tonnage is, and how it has been calculated.

15228. Is there any objection to that being done as a matter of course?

I think it is opposed to trade principles; I do not think any tradesman would let his customers see his books.

15229. There is something different in this case, practically the bargain here is with the men to pay so much an hour, and to give them so much of plus, depending on the rapidity with which the ship is discharged; that calculation is entirely in your hands, so that a man beforehand does not know what he is going to get?

I do not think that there is any bargain of that nature with us; as a matter of fact the man does know that that is our custom.

15230. The man knows that he is going to get his 5 *d.* an hour; he expects further to get another sum, and what that other sum is it lies entirely in your hands to calculate; he has to take it from you to be so and so, or, nothing at all, as the case may be?

To an extent; that is an unknown factor to ourselves until the ship is discharged, and we know the weights.

15231. But is there any reason why the men should not inspect the books when the ship has been discharged; you say it is contrary to trade principles?

Yes, I think so. It was suggested by one noble Lord that we should put up a statement outside that there were so many tons, and the price so much. Seeing that we are being continually hit at by shipowners and merchants, to give that knowledge would be dangerous to our trade, certainly inimical to the proprietors of the docks.

15232. How long has this plus system been in existence?

For several years. We did try direct contract, but it came to grief because the men complained that the contractor robbed them of their money; we found that there was some injustice done, and we returned to this system of day-pay with this piece-work added as a stimulus, so that not only should there be good supervision but a motive for the men to work, so that in going back to day-work we should not be inflicting a loss on the company.

15233. Has plus been in existence 10 or 15 years, do you suppose?

Yes, quite that.

15234. Is your basis of calculation the same now as it was then?

That I cannot quite answer; because within the last few years we have had a published rate. I am inclined to think that before it was more within the discretion of the warehouse-keeper than it has been since we have had this published list; published, that is to say, for the private consideration of the warehouse-keepers, but known of course to the superintendent; but the warehouse-keeper is confined within the lines of that published schedule.

15235. I mean, would you consider that a ship ought to be discharged in a less number of hours now than was the case 15 years ago?

Certainly; because we have perfected our machinery.

15236. But you would not expect that more labour ought to be expended on the discharge of the ship?

I think as a rule, more labour is employed now than 15 years ago, but spasmodically.

15237. What I mean is this: the object of this plus is to stimulate activity? Quite so.

15238. And you calculate that a ship of a certain quantity of tonnage ought to be discharged by a certain amount of labour in a certain time, and if that amount is discharged in a less time the men get the benefit in plus; the obvious

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[Continued.]

result must be that the tendency is to discharge ships more and more rapidly and therefore it would not be unnatural to infer that the calculation which the company would make of the time in which a ship ought to be discharged would alter accordingly, in which case the plus would naturally diminish, and diminish until it finally disappeared altogether?

I do not think there is any fear of that. You see the company are not altogether masters of the situation. Steam has to a great extent superseded sailing vessels, and the owners of the steam vessels do as a rule require the discharge to commence the instant the vessel enters the dock, and sometimes they require it to be kept on without intermission till it is finished; that employs a number of men for a time and sometimes through the night, but the men earn good pay.

15239. That does not quite answer my question; I mean this, suppose you say that a ship ought to be worked out in 24 hours, if the men work her out in 20 hours the men make a certain amount of plus?

Yes.

15240. If you find in your experience that the men always do work it out in 20 hours, might not that modify your calculation so that you might say, "This ship ought to be worked out in 22 hours" instead of 24 hours?

That is not my experience; the weather is a most important factor; it has been reckoned that a rainy day costs a 1 *d.* a ton more in discharging a vessel. Again, a ship may come from the same port, and in her voyages she may be exceedingly dissimilar in the cargo; may have more of one sort of produce at one time than another; and her cargo may be better stowed at one time than at another. Sometimes the consignments are altogether and sometimes higgledy piggledy and very much mixed, and therefore there is much more difficulty in dealing with the cargo; so that you cannot make a rule for a certain description of ship or even for the same ship for every voyage.

15241. Is it not the case that more plus was divided among the men 10 or 15 years ago than now?

Occasionally; I think it is very likely it would be so.

15242. You would know, would you not?

I was not superintendent of the docks 15 years ago.

15243. If it be the case that the men were able to earn more plus 10 years ago than they could earn now, should I be wrong in inferring from that that the company have changed their basis of calculation as to the length of time in which a ship ought to discharge a certain amount of cargo?

Not so much that as that they have more effective supervision.

15244. How so?

That the men are more closely looked after; that the officers generally are spurred on to look more closely after the men and see that the work is carried out more effectually.

15245. You mean that the men discharge quicker?

Yes.

15246. In that case they ought to earn more plus; I do not quite understand your answer?

Fifteen years ago there were more sailing vessels than steam vessels; that alters the position of things. Probably 15 years ago the proportion of steam to sailing might have been about 10 per cent., now it must be 60 per cent. at least.

15247. But assuming, as you say, that the basis of calculation as to the length of time in which a cargo ought to be discharged remains the same now as it was 10 years ago, how do you account for the fact that men could earn more plus 10 years ago than they can earn now?

I did

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[Continued.]

I did not intend to convey that the ship occupied the same number of hours now that it did 15 years ago. The answer I gave as to the steam and sailing vessels would explain it; they are worked altogether on different lines. A sailing vessel was very rarely worked overtime, and it was only worked eight hours a day. A steamer may only occupy 24 hours, and in that time she may be worked all round the clock.

15248. At any rate, I may assume that the conditions were more favourable 10 years ago than they are now, as far as earning plus is concerned?

Not altogether; I think there were exceptional instances in which they might have got more plus.

15249. I think you said that you superintend the South Dock?
West and South.

15250. Then I will call your attention to some evidence that was given us about this matter of plus; it is in answer to Question 12998. The witness mentions a case there of two ships, you will see, and the witness' contention is that, calculating by what they got for the first ship, they ought to have got more for the second ship. He says: "A steamship came into the South Dock some seven or eight years ago loaded with 26,000 bags of wheat, averaging 2½ cwt. each bag; the vessel was geared and worked out in 22 hours, and the gear taken down, including that time, everything complete, in 22 hours. Seventy-five men were engaged at 5 *d.* per hour, and 10 *d.* a day was given as balance or surplus in excess of the 5 *d.*" Then he goes on, in answer to the next question but one: "Considering that it was a vessel of that description, we were impressed with the idea that as a vessel had previously been discharged with less tonnage, with a greater number of men, therefore we would have some treatment similar to that. The treatment of that ship, which was called the 'Adjutant,' was 5 *d.* per hour and 2 *s.* a day, balance at the end of the job. Therefore that itself was sufficient evidence to the men, in a uniform cargo, that there was a great deficiency in that which they earned. It is by such instances as these that we have discovered that there was a great necessity for inquiry." That is to say, the witness means that, judging by what they earned over the first ship, they ought to have earned more over the second ship, and that is the kind of case where it appears desirable that the men should have an opportunity of investigating the matter, and finding out why it is they did not earn at the same rate?

Fortunately the witness quoted the ships and the length of time ago at which the discharge occurred, and I was able therefore to obtain direct evidence with regard to that.

15251. That is what I want to get from you?

The "Adirondack" from Bombay, and the "Adjutant" from Calcutta, were the two vessels he named, and they were both loaded with wheat; the "Adirondack" discharged 2,644 tons, while the "Adjutant" discharged 2,349 tons, only 300 tons less than the "Adirondack." The "Adirondack" was working on the 10th and 12th of December; the "Adjutant" was working on the 3rd, 5th, 6th, and 7th of December.

15252. Four days?

Four days, and therefore the "Adirondack" was discharging overtime, and for that overtime the men were paid 6 *d.* an hour; and it is known to everyone acquainted with dock work that you cannot work as a rule so well in the hours of darkness as you can in the hours of light; but notwithstanding this, it tells against Welsh's evidence, because in the case of the "Adjutant" the plus was 1 *s.* a day, whilst in the "Adirondack" the balance was 1 *s.* 4 *d.* a day. It is true that that was only for two days in the "Adirondack," while the other was for four days in the "Adjutant."

15253. You say the figures he gives are wrong; he says that the plus in the "Adirondack" was 10 *d.* a day, and in the "Adjutant" 2 *s.*?

The plus in the "Adjutant" was 1 *s.* a day, and the "Adirondack" 1 *s.* 4 *d.* a day; therefore his figures are wrong.

(50.)

U U

15254. Then

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[Continued.]

15254. Then, in fact, you deny the accuracy of his figures altogether? Certainly. These are the facts which I am putting before your Lordships.

15255. He got this out of your books?
Out of our books.

15256. The "Adirondack" discharged in two days?
Yes.

15257. The other in four days?
Yes; whilst the "Adirondack" discharged 300 tons more than the other; and therefore for a great part of the time they were working the "Adirondack" they had 6 *d.* an hour instead of the 5 *d.* on the other ship.

15258. The plus in the "Adirondack" was how much?
1 *s.* 4 *d.* per day, and in the "Adjutant" 1 *s.* per day.

15259. In the first case the overtime being counted in?
They would really get a 1 *s.* a day; 4 *s.* on the "Adjutant" for the four days.

15260. The day being a day of eight hours?
A day of eight hours; but the probability is that though the "Adirondack" only worked two days yet she worked overtime, and they would only count the day as eight hours; therefore, if she worked 16 hours on each of those two days, there would be four days at 1 *s.* 4 *d.* a day, just as there would be four days at 1 *s.* a day on the "Adjutant." If they worked 24 hours continuously, it would be equivalent to three days, as the day is calculated only at eight hours.

15261. What description of labour do you mostly employ?
The best we can get.

15262. So I suppose; what is the best you can get?
We have some good men; I do not know that we can say that they are of such magnificent physique, as a rule, as Mr. Birt is able to get at the Millwall Docks, still we have very good men. After those come, of course, the men who seem to make the docks the last resource, because we ask for no credentials of character, and we only require strong men, and men who will behave themselves when working for us; the docks are the refuge of the destitute.

15263. How many men do you permanently employ?
Our permanent men at the West and South West India Docks number 122, and at the East India Dock 40.

15264. What would they be employed on?
If we were working ships, some of them as shipworkers and some as foremen of the hold, we call the shipworkers the "gangers" and the foremen of the hold the "sub-gangers"; and men working the hydraulic cranes, or at the wood wharf, the steam cranes.

15265. These permanent hands then would usually be employed more or less in superintending?
Yes.

15266. Sometimes, I suppose, working.
Yes, if we were slack. It is an advantage to these men to be permanent. The second-class labourers get 25 *s.*, while the first-class get 30 *s.* a week; but the permanent labourers have no money for overtime; if we are working for 16 hours they only get paid for eight hours. The benefit to a permanent man is that he is always on throughout the year, and when he has the leading position of foreman ship-worker he has four shares of plus, the foreman of the hold has two shares, the hydraulic man has two shares, and the rest of the men have one share.

15267. What do you call the men in that prominent position who get the four shares?

The foreman shipworker; he has the superintendence under the deputy on the quay, the whole supervision of the ship. The foremen of the hold also
superintend

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[Continued.]

superintend the work in breaking out, and that requires great care. In breaking out a cask of rum, for instance, if they were not careful to have swamping bags, the head of the cask would be out and the rum would be lost.

15268. After these permanent men, is your labour found in much the same way as Mr. Tod described at Tilbury?

We do not have any preference men on the ship; all men on the ship share alike. In working a ship you want, as a rule, strong men and skilled men, sailors a good many of them; at any rate, men who have had experience in the work, and they require both skill and strength. But on the quay we do have preference men, and men who only do trucking; it is comparatively easy work, though a tailor or a ropemaker coming to it would find his back ache for a few days, because it is work he has not been used to.

15269. Then you have to employ, I suppose, occasionally these inferior kind of labourers who have been described as casuals?

They are casuals; I will not say that they are inferior; some of them are in the position owing to misfortune; some few, no doubt, by their own indiscretion.

15270. By inferiority I meant inferiority for your purposes; that is to say, in strength and skill?

Quite so. The gangers or the deputies on the quay (it is generally the deputy on the quay that takes on the men for the ship, and it is the foreman or ganger who takes on the men for the quay) naturally look for the strongest men; self-interest would lead them to do so, because the more quickly the work is done the greater the plus for all.

15271. Do all these men do the same kind of work, or do you put them to the work you think them most suited for?

The ganger or the foreman or the warehouse-keeper knows the men, and knows their suitability for any particular kind of work, and they are put to that particular kind of work; but the rest are put to the ordinary work of trucking.

15272. They are all paid the same?

They are all paid the same.

15273. How do you select the men; I suppose you have a crowd of men applying?

It all depends. The men usually find out by Lloyd's List, or from the newspaper, or from other communications which they get, when steamers are arriving; because steamers generally arrive to a given date, which is known; and then when the steamer is expected we have a crowd of men at the gates; otherwise the crowd is not so great; and when the deputy on the quay or the ganger goes out he recognises among the men those whom he generally employs, because of their strength; and those are the men who get the first turn. Afterwards he can choose whom he likes; and he generally looks out for the men who, as far as he can see, look the strongest.

15274. Does he give tickets?

He does not give tickets; but he has a book, and where he knows the man he enters the name; where he does not he calls for the man; and the man calls out his name, and it is taken down.

15275. There are no tickets issued, you say?

No tickets.

15276. Who takes the men on?

The deputy on the quay usually for the ship work; and the quay foreman or ganger for the quay work or for the warehouse work.

15277. Is there much crushing at the gates?

No; because we have ample room at our place; there are two pulpits or boxes wherein the gangers stand and call the men. These gangers are elevated above the men and can see them all, and there is plenty of roadway and there

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[Continued.]

need be no pushing except for the men pushing each other, where there is a lot of them, to try and attract the eye of the foreman who is taking on. As to getting on one another's shoulders, that is a myth.

15278. In all the docks, do you say that that is a myth?

No; I am only speaking of the West and South and East India Docks; I can speak of all those three.

11279. Was it in reference to one of your docks that that statement was made about getting on one another's shoulders?

No, at the London Dock.

15280. Why then do you say it is a myth?

I am not connected with the London Dock, and therefore cannot speak positively as to that dock.

15281. You say it is a myth in so far as your dock is concerned?

Yes.

15282. Nobody ever said that it happened at your dock?

You asked me about the crushing, and I wished to make it clear to you that there is no crushing and cannot be.

15283. How are the men paid; does each individual man come up to the office?

Each individual man comes to the office window, and is paid by the assistant warehouse-keeper; and the ganger is present at the time to see that every man who comes to the window is the man who he says he is.

15284. And how are the men taken on; at any time, according to the work for which they are required?

We endeavour to take them on at 8 o'clock for the whole day; but we can neither control the weather nor the tides, and sometimes severe rain will set in, and sometimes the chief officer of the vessel will have the hatches put on, and then we are compelled to pay the men off if it appears likely to rain the whole day; but if it is a showery day, I have known them wait as long as an hour to see if the rain would hold up, and then they are not stopped for that hour, but paid as if they had been doing work.

15285. Are all the hands that are employed paid at one office?

No; there are several departments; there are eight departments, at least.

15286. But not more than eight?

Not more than eight, unless we include the dock-masters, and then I should say 10.

15287. I want to know at how many places the wages are paid?

Ten.

15288. And who are they paid by at these 10 places?

By the principal of the department; that is, the warehouse-keeper or the dock-master, or by the assistant to each; generally by the assistant.

15289. The assistant warehouseman?

Yes; but the warehouse keeper has to certify that the account is correct; he inspects it and sees that it is correct.

15290. So that the men are taken on by the deputy on the quay for the ship, and by the foreman or ganger for the warehouse work, and are paid by another man, by a warehouseman or his deputy?

Yes; the book in which is the record of the names of the men when they take them on is handed in to the warehouse office, and the names are copied in from that book at that office into the warehouse book.

15291. Earl of *Aberdeen*.] At your docks are the men always paid separately, or is a lump sum occasionally given to be divided?

No, they are always paid separately. But I should not wish to state anything which was at all inaccurate, and it may be that occasionally this will happen, but very rarely, that four men, if their pay were 5s. each, might receive

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[Continued.]

receive a sovereign between them; but it would be in this way, that sometimes we do not know whether a ship will continue her discharge partly through the night; the shipbroker or shipowner does not make up his mind perhaps till four o'clock, and as we draw our money from our bankers in the middle of the day we have then to rely upon the reserve which we have; we generally endeavour to get the gold, if we are obliged to draw gold from our cashier, changed, and for that purpose the warehouse keeper will send the foreman round to the public-houses in the neighbourhood to get change; and where that cannot be accomplished one man may be paid gold for three or four; it is a very rare thing; I cannot say that it never occurs, but it is very rare indeed.

15292. What is the practice in reference to any accidents that occur in the loading or unloading of a ship?

Usually the accidents are the result of the men's own carelessness, their own negligence. If it be not so the company are liable; of course the labourer has his claim against the company under the Employers' Liability Act; but whether it is the result of the man's own negligence or not the company exercise compassion towards him, and, as has been mentioned before, they grant a compassionate allowance. I have a list of the number of accidents we have had, and in the West India Dock we have had 73 accidents during the 10 months of this year to extra labourers, and in the East India Dock 31, or a total of 104 labourers injured. A witness has told you that the pay which the company allow is 5 s. to a single man, and he said it went to 8 s., but really it goes up to 9 s. for a married man; it depends upon the number of children he has. And when I tell you that the 104 men have received 105 l. 18 s., you will see that the injuries must have been slight; because if the men had been injured so as to be away a length of time it would mount up to much more than that. We have only had one fatal accident this year, to a permanent labourer in the East India Dock, and that was not the company's fault; he pitched head foremost down a hold and broke his neck.

15293. May I ask if, among the witnesses who have been before this Committee, there are any other men besides Pidgley who were employed at your dock?

Yes, I think one or two of them. Millward was employed on the "Westland" in the East India Dock; he stated that he had been employed in the West and South Dock; and another man named Stewart said distinctly he had been employed both in the West and South Docks, and that is true, they have been employed there.

15294. Will it be any detriment to these men that they have come here to give evidence; will it make any difference to their employment?

Not at all, so long as they conduct themselves well.

15295. I suppose there is a tendency among the foremen and others to look with disfavour upon men connected with any movement which is supposed to be in the form of agitation on the part of the men?

I do not see why they should, unless the agitation is unreasonable.

15296. It is generally assumed to be unreasonable, I suppose?

It is on one side, but not on the other, I imagine. I think myself the men should have it in their power to strike; but on the other hand the company should be free agents to refuse to employ the men. The company should surely be in the position to refuse to employ them; otherwise the men are the masters, not the company.

15297. I am not suggesting any view in a different direction from that which you express, but I was rather asking whether any difficulty arose owing to the foreman, without your knowledge, or the knowledge of the superior officers, showing disfavour towards men who take a part in any movement supposed to be of the nature of agitation?

I do not think so; and Mr. Tillett stated that he had a number of men belonging to their union at the wood wharf; and Pidgley stated in his evidence that he had refused to do some of the contract work; that was known to me,

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[Continued.]

but we did not dismiss Pidgley or any of the men for doing that. Therefore those are two instances in which it did not militate against the men.

15298. You were aware of their belonging to a society, though perhaps they did not know that you were acquainted with the fact?

Perhaps not; that very circumstance shows, I think, that there was no taint in our minds.

15299. Lord *Monkswell*.] Do these labourers ever complain to you?

Yes, occasionally; but only very occasionally, I have had deputations of men to me.

15300. Do they ever complain about wrongful dismissals, or being wrongfully not taken on?

Very seldom; but I do have complaints of that kind, and then I make inquiries, and if I find that their complaints are well grounded, I see that the men are employed.

15301. Have you ever dismissed a foreman.

No, I do not think we have ever dismissed a foreman, because nothing has really been proved against any foreman.

15302. But sometimes you have had your suspicions and have remonstrated with one?

I have.

15303. As regards plus; I rather understand your remarks to go to this; that now you have a somewhat stricter supervision and insist on more work for the ordinary day's pay than was the case some years ago?

I think so. I do not bring that forward as a reflection on those who went before, but the exigencies of the case required it.

15304. That is just what I mean; in fact, you do exact a somewhat harder day's work?

Yes.

15305. You say it is not desirable that a man should know the profits of the business in which he is employed?

Yes.

15306. And your reason for that, I suppose is, that you do not want the men to know that there is a great profit made in some particular part of the business, or they might be dissatisfied?

It is not so much that I do not want the men to know, but that I do not want the clients of the company to know; if they discovered that there were great profits I am quite sure we should soon have a memorial from them to reduce our charges, and in hurting us that would hurt the labourers, because we should not be in a condition to pay them the same wages if we had to reduce our charges.

15307. Although we all know that the dock business as a whole has not been prosperous lately, in some particular parts of the business dock companies may be making larger profits, and you would naturally like to keep up that state of things as long as you could?

Yes; but our rivals know about that pretty well, because they have the same system; they have the same tariff of charges. The different companies agree as far as they can.

15308. *Chairman*.] We have not had the tariff of charges put before us, perhaps you would let us have yours?

Yes.

15309. I think you said just now that Mr. Tillett mentioned having a number of union men on the wood wharf?

Yes.

15310. And

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[Continued.]

15310. And you mentioned that to show that you had no prejudice against union men?

Yes.

15311. I think Mr. Tillett's evidence was to the effect that there were so many union men on the wharf that you could not have discharged them?

That is Mr. Tillett's statement; but if that is put in, I deny it.

15312. At any rate, you have no animus against union men, I understand you to say?

Certainly not, whilst they conduct themselves properly.

The Witness is directed to withdraw.

Ordered, That this Committee be adjourned to Tuesday next,
Eleven o'clock.

Die Martis, 4^o Decembris, 1888

LORDS PRESENT:

Earl of DERBY.

Earl of ONSLOW.

Earl BROWNLOW.

Lord CLINTON.

Lord FOXFORD (*Earl of Limerick*).

Lord KENRY (*Earl of Dunraven and Mount-Earl*).

Lord SANDHURST.

Lord ROTHSCHILD.

Lord MONKSWELL.

Lord THRING.

LORD KENRY (EARL OF DUNRAVEN AND MOUNT-EARL), IN THE CHAIR.

MR. THOMAS BECK, having been re-called, is further Examined; as follows:

15313. *Chairman.*] Do you wish to give any explanation as to what you said about the witness Pidgley the other day?

Yes; I should like to say that the statement which was given to me, that in September 1885 he was dismissed from the permanent staff for being drunk and assaulting his wife, and was locked up for that, was true only as regards the first two points, but not as regards the last; but I think the mistake was contributed to by Pidgley himself, because he had been suspended twice for irregularities before he was dismissed in September 1885. In April 1884, and in May 1885, he stopped away without leave; and in regard to the case in April 1884, I have the papers with me; he was asked why he had been away for three days, and here is a letter from Pidgley, signed by him, dated "55, Ocean-street, Stepney, 18th April 1884: Sir,—Having been absent from duty from Wednesday the 16th April until Friday the 18th April inclusive, being locked up through debts my wife incurred without my knowledge, I most respectfully solicit that leave may be granted to me for the time. I am, Sir, your most obedient servant, W. Pidgley, 2nd-class labourer." That was inquired into; it was referred to our police, and the superintendent of police reported that "Pidgley did not tell the truth"; then Pidgley was called upon for an explanation, and he wrote on the 23rd April from 55, Ocean-street, Stepney, saying, "Sir,—Having absented myself from duty without leave from the 16th to the 18th instant, I beg to state that real cause of my absence was a quarrel with my wife, who followed me about, so that I was afraid to come to work. I had previously stated that I was imprisoned for debt, which was untrue." It was that which caused the mistake to be made, though there is Pidgley's own statement that he was imprisoned, which he afterwards denied.

15314. What you said on this matter was in answer to Question 15196: "Pidgley's father worked for the dock company, and Pidgley himself has worked, as he said, for 21 years, and he was a permanent labourer till 1885, when he was taken before the magistrate for drunkenness and for ill-using his wife, and was sentenced to imprisonment; and for that he was discharged from the service;" I understand you now to say that you were incorrect in saying that he was discharged the service because he was imprisoned?

Yes, it is incorrect so far.

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[Continued.]

15315. And I further understand you that you say that you made that mistake, having assumed that he was imprisoned, because Mr. Pidgley said in that letter that he had been imprisoned for debt?

I did not assume it on that account; it was stated to me by the head of the department that "William Pidgley was a second-class labourer from the 6th November 1872 until the 10th September 1885, when he was dismissed on account of drunkenness and being locked up for ill-treating his wife." Then when Pidgley denied that, and I was asked about it, I had all the papers in connection with Pidgley searched through, and I then found that Pidgley himself had stated, in April 1884, that he was imprisoned, though he afterwards denied it.

15316. Imprisoned for debt?

Yes.

15317. Not for ill-using his wife.

No; not for ill-using his wife.

15318. I would like to ask you one question about the "plus." In answer to Question 15213, you explain what the plus is, and how it is divided, and you say it is "divided between the men"; I want to know whether we are to understand you as meaning that the plus is invariably divided amongst all the men, or, as has been stated before the Committee, that the plus is divided among the men in certain proportions, three or four shares to one, and two shares to another, and so on; or, as has also been stated before the Committee, that the plus is entirely given to the ganger, or only divided amongst one or two, and does not reach the labourer at all?

I was under the impression that I stated in reply to questions when I was before your Lordships last, that the ship workers had four shares, and the foremen of the hold two shares; and the hydraulic-men working the cranes, two shares; and that all the rest of the men had one share; that applies literally to the men working the ship; but with regard to the men on the quay, for some little time past we have given it only to the men who are the best at the work; the most skilled at it, and the others receive only the 5 *d.* per hour; but the men discharging the ships invariably receive a share for every man.

15319. You were good enough to say you would give us your rates?

Yes (*producing two books*). Those (*pointing*) are the dues on discharging rates on ships. Those (*pointing*) are our rates on goods; the former are to the shipowners; the latter are to the merchant or consignees, who give us the goods in our charge (*same are handed in, vide Appendix*). The import rates on goods are those which are charged to the merchants or consignees for the manipulation of the goods on the quay and in the warehouse. Might I be allowed to make one remark with reference to the hours. We do not, at the East and West India Docks, pay any half-hours; and if we keep men on till noon we pay them till one o'clock, although they are paid off at 12, because we consider them entitled to their dinner half-hour, which is half-past 12; and, as we never pay for half an hour, we pay them till one o'clock. Should anything unforeseen arise between 12 and 1 o'clock that we are not aware of, and should we be obliged to take men on again, if we took on again those men that we paid off at 12, and if we took them on at 10 minutes to one, they would already have been paid till one, so that there would be no injustice to them. As a fact, we endeavour to arrange to take men on in the morning and keep them on throughout the day; but (as I said, I believe, in my evidence the last time I was examined) we cannot control the weather; and if it comes on raining so hard that it appears as if it would rain all the day, we are then obliged to pay the men off. And, again, a steamer may come in; the tide for to-day is at one o'clock; if we have a steamer come in to-day, and the shipowner requires her to be discharged the moment she comes in, we shall have to take men on at two o'clock to-day. Then if men are taken on at seven o'clock in the morning, and they work till six o'clock in the evening, they have only a half-hour for dinner, from 12 o'clock noon to 12.30; but they leave off at a quarter to six, not at six o'clock. If they are taken on at six o'clock in the morning they have half-an-hour

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[Continued.]

an-hour or three-quarters for their breakfast, in addition to the half-hour at noon. If they work till seven o'clock without going out for tea they are then paid to eight o'clock, as if they had really had their tea. If they are working till 10 o'clock of course they go out for their tea, which is three-quarters of an hour. If they work till 11 o'clock, and the work on the ship ceases then, they are paid till 12 o'clock, as if they had been out for their supper, because they are always out three-quarters of an hour for that; and if they work through the night till six o'clock in the morning, and are then paid off, and the work then finally ceases, they are paid to seven o'clock in the morning, because they would have had their breakfast, another three-quarters of an hour; and, therefore, they do not lose by that, because we pay them as though they had worked from six to seven o'clock.

15320. What do you call a day's work?

Eight hours; those are the official hours for eight months in the year, from 1st of March to the 31st of October, eight till four; and from the 1st of November till the last day of February, nine till four; but we work for ship-owners from eight till six during the eight months, and from nine to six during the other months, without the shipowner incurring any overtime. Of course if we employ our men from eight till six they get ten hours' pay, which would be 4 s. 2 d. a day; nine to six would be nine hours, and for that they would get 3 s. 9 d.

15321. Do you pay them overtime?

From six in the morning till six at night the pay is 5 d. per hour; that would be 5 s.; if they work from six at night till six in the morning they are paid 6 d. an hour, and that would be 6 s.; so that if a man could work, or rather if a man did work all round the clock, having three-quarters of an hour for breakfast, three-quarters of an hour for tea, three-quarters of an hour for supper and half an hour off for dinner, he would receive 11 s.

15322. Earl of Onslow.] You said just now, "could work all round the clock," but then you corrected yourself?

Because some of the men will not work.

15323. You do not mean to suggest it would not be the case?

With some men they might not be physically capable of doing it, because when we are very busy we have to take all the men we can get, and there may be some men who would be physically incapable of doing that; but, as a rule, the men do it. We are not often asked to work right round the clock, but we are sometimes. A ship comes in and she is under charter, and we must get her out to time.

15324. Chairman.] A day is nine hours, I think you said?

Eight hours during eight months of the year, and seven hours during four months.

15325. But you do not pay overtime till after 12 hours?

We pay the men every hour that they work; but during the 12 hours from six at night till six in the morning they get an extra penny per hour.

15326. You pay them the same rate the 12 hours of the day from six in the morning till six at night?

That is the same rate.

15327. They do not get paid any increased rate, if they are working 9 or 10 or 11 or 12 hours?

They do get an increased amount, because a man gets 5 d. for every hour.

15328. I say an increased rate; they do not get an increased rate?

Not an increased rate, unless it be between those hours of six o'clock at night and six in the morning; during those 12 hours they get 6 d. per hour, and for the others 5 d. an hour; and then, of course, they stand their chance of a share of "plus." The men do not work by the day, but by the hour. In 1872 they used to work by the day, and we paid them half a crown a day.

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[Continued.]

15329. I understand that if you discharge the men before 12 o'clock, and take them on again after the dinner hour, they would have been already paid till the dinner hour?

I did not say before 12 o'clock, but at 12 o'clock; because, should it come on to rain heavily, so that the men had to be paid off at 11 o'clock, they would not get paid till the dinner hour.

15330. I mean if you discharged men at the dinner-hour, and took them on again afterwards, they would have been already paid?

They would have been already paid till one o'clock.

The Witness is directed to withdraw.

COLONEL DU PLAT TAYLOR, C.B., having been re-called; is further Examined, as follows:

15331. *Chairman.*] As I see you are here, I would like to ask you a question about the list of your staff which you handed in. I think the major staff comes to about 340, and the minor staff to 551, the total major and minor staff to 891; and that the labour staff, which comprises 50 first-class labourers, and 102 second-class labourers at the docks, besides a great many others, comes to 334; that is to say, that the staff, major and minor, is 891, against labour 334?

Yes.

15332. Which, at first sight may seem rather peculiar; it looks as if there were nearly three men superintending the work of one man; and I thought perhaps you would like to give us some explanation of that?

I should explain that all labour done in the docks is the monopoly of the dock company, and it is not merely the discharging and loading of ships, but the supervision and sampling of goods; and for every article that is brought into the Port of London, from the finest drugs to sugar, we require a qualified man, who has been trained up from his youth to that particular business, and who is able to sort and classify those goods. So that constantly you will see a sampler who is on the permanent staff employed on this business, and he has no labourer with him at all. You will very often find a foreman employed in the classification of these goods, who has two labourers with him; and in that way I should explain the enormous staff we are obliged to keep. And then, in the staff list you will find that there are a large staff of what we call assistants. Those are young men whom we have trained up; they begin their career as boy messengers in carrying messages about the docks and delivering about 600,000 bills in the City; they are trained up to be samplers and sorters; they go into this work when they are very young; it is very light; it is absolutely necessary that they should be trained from boys for this particular business. I think your Lordship will find that there are a large class of these assistants who are discharging those duties, sampling and sorting and marking, and operations of that kind.

15333. Those would be on the minor staff?

Those would be on the minor staff; but that is the difficulty of dock management now-a-days, that same fact which operates against the labourer, that they are employed in large numbers one day and very few of them the next, operates against the dock company too. We are obliged absolutely to keep the staff always on our books, because to discharge them would be fatal to the dock company; and, therefore, very often we have more men on our permanent staff than we actually require.

15334. I do not see samplers mentioned in your list?

"Assistants"; they all come under the classification of assistants. And then all these foremen, if they are not engaged in other work, have to go into the ordinary work of the docks.

15335. I asked the question particularly, because it has been suggested in evidence

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evidence before us that a great many idlers, as I think they were called, were employed by the dock company; that the staff of superintendence was largely in excess of the necessities of the case; and that appeared to be so on first sight by this paper which you have put in?

I do not think that is the case in our docks; because all these men benefit by the bonus, and it is their absolute interest to reduce the whole expenses of the staff to the minimum. This staff, I should like to explain, also embraces the town warehouses; that is a branch of the inquiry which your Lordship has not yet touched upon; and when all these very fine goods (indigo, and so on) are stored, we require a large proportion of skilled persons, foremen and others, to deal with the goods.

15336. Do you wish to say anything more on that point?

No; your Lordships perhaps will allow me to put in another circular issued by Mr. Tillett in the same terms as that which I have already put in (*handing in a large handbill.*) I am advised that this is distinctly libellous, but I shall take no notice of it, as I consider it beneath notice. There is another which I hope to give in in a day or two actually signed by him.

15337. Lord *Thring.*] What is the object of these circulars?

I cannot understand it; it is the result of an interview these men had with me, and they are making known to the whole of the labourers in the East End of London that I have held over them the fact that I can employ labour at 2 *d.* an hour.

15338. It is an accusation against yourself, you mean?

Yes, against myself.

15339. *Chairman.*] You have already explained this matter to us, and stated what you meant when you spoke of being able to get labour at 2 *d.* an hour, and I do not see the necessity of your going into it again?

The Witness is directed to withdraw.

MR. THOMAS M'CARTHY, having been re-called; is further Examined, as follows:

15340. *Chairman.*] We have had this card (*handing a card to the Witness*) of the rules of your society; there is no date or anything to show when it was issued upon it; I should like to ask whether those are the rules of your society at present?

I have read them over, and they are substantially the same as our rules; but I never saw a printed card of that description before; they may have been issued by our society previous to 10 years ago, but I have had no knowledge of them. Since that I have sent you a copy of our amended rules.

15341. These (*pointing to book of rules*) are the rules as they are now?

As they are now. I think your Lordship will see a date at the end of the book.

15342. We may take this book as containing the rules at present regulating your society?

Yes.

15343. I should like to ask you also whether it is customary for stevedores to be employed both loading and unloading ships?

Not at all times. You see we load sometimes a ship which meets with an accident in the river, or just as she is getting out to sea; then if she comes back we discharge that ship; that is the only case where our men are employed discharging. Some of the men round Millwall Docks, and on the river, discharge and load ships, but they are mostly Continental ships; ships coming from the Continent.

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15344. We have had witnesses before the Committee who were stevedores, and who spoke of discharging ships; but I understood from you when you were before the Committee that stevedores were not engaged, as a rule, in discharging?

Not generally; some of what I may term the outside masters, who take up any work, employ the same men for loading and discharging; but whenever they have a difficult ship to do they employ our men to load that ship; they have in numberless instances done so. For instance, I myself worked on board of a ship for one of the men who came here and gave evidence; he had to send a lot of railway plant out to Suakim and Berber Railway; and another ship he loaded with machinery. I think she was a Spanish ship, and his men were not acquainted with the work, and he employed our men. They call them stevedores, and so forth, but they are practically unacquainted with the proper work of stevedoring.

15345. Can you tell me what the difference is between the work conducted in the docks and the work conducted on the wharves?

You see they work under a different system; at most of the wharves they pay the men (they do at the Aberdeen Wharf and, I think, the Free Trade Wharf) under a different system; that is to say, the boat system; they give a man 30 s. for loading or discharging a boat; each man receives that; each man of what you may term the staff hands. At many of the wharves they will load and discharge that boat; and sometimes there is one boat a week. A boat may come in the latter end of the week, and may take the first part of the following week, and so forth. They receive a fixed sum, and their hours are not regulated at all; they work any hours and all hours. For instance, if a boat came in on Monday the men would immediately start discharging her, and then immediately begin to load her as soon as she was discharged.

15346. Do you mean a ship of any size?

They would be about 500 tons or 600 tons; only small boats; sometimes they carry 1,000 tons. They can do it in a day and night; sometimes two days and a night.

15347. They do not do it by time-work at all?

No; they may in some cases, but I know that is the general rule which I have just stated.

15348. Whereas in the docks the gang is employed by time-work?

The gang is employed by time-work.

15349. But where the gang is employed by time-work, are the foremen also employed by time-work who employ the gangs at the dock?

The foremen, in some instances, are employed by time-work, but they receive an extra shilling for a daily wage; for instance, if a man receives 6 s. a day, a foreman would receive 7 s., and in some cases 8 s.; then he would be paid overtime at the same rate as one of the workmen.

15350. Is there anything else you wish to say to the Committee?

I wish to state, with respect to the foremen, that they have unlimited powers of sweating the men.

15351. How so?

In one or two instances that I know of there are half-a-dozen foremen working for a firm, and if they happen to be working a ship they get the greatest amount of work out of the men that they possibly can, and then boast about it. that they have gained more than some other man has gained.

15352. You mean to say that the foremen try and get the men to do as much work as they can in the time, so that they may be employed again?

Not for the sake of the foremen; but if two ships are working even at one time they will pit the gangs one against the other, unknown perhaps to the men, and hurry the men up, and then at the end of the day they will say, "My gang did 50 or 40 tons more than your gang."

15353. Why

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15353. Why does the foreman do that?

I suppose he thinks he ingratiates himself with the master.

15354. You think it is in order to be employed again?

In order to continue his employment; you see they are paid as weekly servants.

15355. Do you mean to say that you think a foreman whose gang did not do as much work as others might possibly be discharged altogether?

It may seem so in that way, but I have known foremen who allow their men to work reasonably and fairly, and they seem to be as well respected and thought of by the masters as the man who sweats his men.

15356. I do not quite understand what you complain of?

For instance, a gang may go to work and do 120 tons of cargo in a day, and that may be a reasonable day's work, according to the cargo; another gang will go to work, and the foremen over them, who is a driver, will compel them to do 200 tons in a day.

15357. Why does he do that; what object is it to him?

Simply that he thinks that will show that he is a better man than the other foreman, who allows his men to work reasonably.

15358. He gets what he can done?

Yes; more than a reasonable amount, if you take into consideration the profits that the masters receive.

15359. You think, in fact, that there ought to be some definite rule laid down as to the amount of work that men should do?

If it were possible to limit what I may term the inordinate profits of the masters who take the first contract, that would do it. Some masters are receiving cent. per cent. of the money earned by the men, and more than that in many cases.

15360. I do not quite understand what you mean by that; I do not see what the profit of the contractor has to do with it?

We claim that if we work fairly, and allow a man a reasonable profit, we have done justice to that man. That man is paid by the ton. For instance, if we take in, say, 120 tons of goods per day, or something of that kind, that will allow a man a reasonable profit; in some cases, 100 tons of goods; but if he sweats us, and compels us to take in 200 tons where he is reaping cent. per cent. profit, or more than that, then we think that is unreasonable.

15361. But that is not the contractor; you told us just now that that is the foreman. I understand from you where one foreman gets 150 tons of work done (which in your opinion is a fair amount), another foreman will get 200 tons, which you think an unfair amount; and now you say that that is owing to the fact that the contractor makes too high a profit; I cannot see what the profit of the contractor has to do with the driving powers of the foreman?

In some instances foremen are given bonuses if their gang take in over 100 tons; that is not generally done, but it is done in some instances.

15362. You mean that the contractor gives a foreman a bonus according to the amount of work he gets done?

According to the amount; for so many tons over 100 tons.

15363. I gather that what you mean is, that it is to the advantage of the contractor to get the work done as speedily as possible; and therefore, to ingratiate themselves with the contractors, the foremen drive the gang as hard as they can; and the consequence is that the men are made to do a larger amount of work than is right, according to your view?

Quite so; that is a direct incentive to the foremen to sweat the men, when they are paid money to get more than the ordinary stuff taken in. I have just prepared a few figures here to show your Lordship how the men really are
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sweated;

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sweated ; the amount of work that is got out of them. Some time ago it was reckoned a reasonable day's work to get about 800 casks of cement in ; a day's work with a gang of, say, 10 to 12 men. At this present time, owing to the foremen competing one with the other, as soon as a master sees a big day's work done, he expects every day is going to be as big a day's work, and he wants 1,400, 1,500, or 1,600 casks of cement in. Of course, the masters want it because the men have began it.

15364. What do you mean by the master, the contractor ?

The contractor. I have one instance here where 10 men did 200 tons of coal in a day ; the master received 1 s. 4 d. per ton ; but taking the expenses of the whole of the gang, and leaving him a reasonable amount for wear and tear of gear and cost of steam, he received 13 l. 6 s. 8 d. for the 200 tons.

15365. What I understand your argument to be is this : that practically the wages are insufficient because the men are obliged to do so much work for the wages ?

Yes ; that is what I wish to show.

15366. I wish to see whether I rightly understand your complaint. In the first place, were you speaking just now of your own men, the men in your own union, or of the trade generally ?

Of the trade generally.

15367. I understand you to say that these men are paid a regular rate of wage, and by time, by the hour ?

Yes.

15368. And what you say is, that they are driven by some foremen to do a larger amount of work than is reasonable for that amount of money ?

Quite so.

15369. And do you further think that the foremen drive them in this way in order to ingratiate themselves with the contractors who are their employers ; and you think that the contractors' object is to get the foreman to drive the men as much as possible in order that the contractor may get his work done quickly, and make a larger profit himself ?

Yes.

15370. Now I would like to know which it is you mainly object to ; the inordinate amount of work that you say is got out of the men, or the lowness of the wages in proportion to that amount of work ; would you be content if for that amount of work the men earned higher wages, or do you think that they do more work than any men ought to do ?

We think that the men do more work under that system than really is just.

15371. By "just," do you mean good for them ?

More work than is good for themselves.

15372. You mean that they do an amount of work which is injurious to their physical health ?

It really is injurious at times when they have to do this amount of work ; and we claim that, taking any reasonable standard, if twice the number of men were employed, and that same amount of work that one gang has to do now were divided between twice the number of men, twice the number of men could be employed, and still a reasonable profit could be obtained.

15373. You think that under the contract prices, the prices given out from the dock to the contractor, there is room for twice the number of men to earn the same wage, and yet to give a fair profit to the contractor ?

Yes.

15374. And your object in employing this larger number of men would be what ; in order that each man should not have to do too much work ?

In order that each man should not have to do too much work, and for the reason

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reason that other men have to live besides ourselves. We have never limited the amount of work that a man shall do in a day, because we have always acted on the principle that a man should do what he reasonably thought was a good day's work; that does not mean to leave off when he is tired, but to work on till a good day's work is done; but we are sweated.

15375. You think there ought to be some way in which it could be ascertained what is the reasonable amount of work that men ought to be called upon to do?

If it would be in order for me to submit some of the work done in a day by a gang, or two gangs of men, and so forth, perhaps you would then have an idea.

15376. What I want to get from you is, how do you think it could be settled what is the proper amount of work for a man to do?

The way to settle it would be this; if we could do the contract ourselves we could then so regulate the amount of work to be done, the reasonable amount of work to be done, and regulate the number of men working at it, that we could employ twice the number of men, and there would not be so much poverty and misery; because although our present daily wage may seem a large amount, and it may seem that a man constantly at work could live pretty well on it, yet we do not get half enough work.

15377. Then it comes back to this: that you think that if the men had the contracts themselves there would be a larger amount of labour employed; that the men would not be driven so hard?

Quite so.

15378. And therefore you object to the system of contract altogether? Unless it comes from the broker to us. We object to the middleman.

15379. How do you mean, "the broker"?

The shipper I should say, rather.

15380. Do you mean the broker unloading the ship?

No; we deal with loading ships; I mean the shipper or the broker, as he is generally termed, who gives the contract to the stevedore master.

15381. You want to have it direct from the broker without the intervention of the master stevedore?

I think that would be better. Then, again, these master stevedores are liable at times to let the work out in sub-contract.

15382. You mean to say that the master stevedores sub-let the work? At times.

15383. But why do you say so?

Because some of our men have worked on it, and I know it is done outside our union frequently.

15384. When you say you know it is done outside your union frequently, how do you know that?

I have seen men working at it, and know that they worked at it, and they have told me that they worked at it. I have known the amount of cargo they have done, and the amount they have received.

15385. Do you mean that one master stevedore will sub-let it to another master stevedore?

No; to two men, or to a gang; or to two or three men, who will employ a gang. These men will drive the other men to heaving day-work, and will take the profit themselves. Again, I know a case where the master received 1 s. 2 d. per ton for the goods he sub-let; he sub-let it to two or three men for 6 d. per ton; those men did the work in about a day and a-half.

15386. By two or three men, do you mean men doing the labour themselves?

Yes, doing the labour themselves; and he stood by and did nothing.

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15387. You do not call that sub-letting, do you ?

Yes.

15388. I understand you this man received a certain price per ton ?

Yes.

15389. And he said to the men who were to do the work for him, " Instead of paying so much an hour, I will give you so much a ton ; " that was the bargain between the employer and the labourers ?

But the men who took the work from him employed other men with themselves, and only paid them day-work. Where one man's share would be 19 s. or 20 s., the other men would only receive 6 s. for the day's pay, and be idle for the rest of the week.

15390. Then how do you think the men could take the contract over from the broker or from the dock company ?

There is only one exception ; that we very seldom deal with the dock companies ; the dock companies do no loading in the East and West India Docks, nor in the London.

15391. How could you get your contract direct from the broker ?

I presume by application ; but there are many difficulties in the way. For instance, if we went about seeking to compete with the masters, the masters may turn round on us, and may turn us out of employment altogether, and may take other men on who are unskilled, and who do not know the work as well as we do. That has been done.

15392. So that what you mean is, that you would be afraid to go direct to the brokers and try and get a contract for the men ?

There is a difference of opinion on that. Some men would not be afraid, but a few men cannot act without the consent of the body.

15393. And further I understand you (to go back for a moment to the foremen) that, in your opinion, in some instances the foreman is given a direct premium, or bonus, or present, as an inducement to him to drive the men as much as possible ?

Yes.

15394. Lord *Thring*.] Supposing you had the power, what would you do, or what would your union do, to relieve the men ; what is your scheme for relieving the men ?

I cannot say what the union would do, as I am only an individual.

15395. But what would you do yourself if you had the power ; what is your scheme ?

I would apply to the brokers, and ask them to give us the work.

15396. And what would you do then ?

I would then be able to employ twice the number of men that are employed ; they would be able to make provision for sickness and accident, and would be able to provide something for their old age that would prevent them going into the workhouse.

15397. You would make the men submit to such conditions as the union should lay down ?

Quite so ; because we see the fortunes the master stevedores are making in a short time.

15398. What you want to carry out your scheme is a powerful union ?

We want a more powerful union ; a union to extend all over London.

15399. Then with respect to the number of men, suppose you had twice the number of men employed, would you not find, outside that, an additional number of men constantly coming in ?

If we applied for one part of the work we should apply for the whole of the work, and we could limit the number of people who came in to apply for that work,

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work, because we should be the body who did the contracting, and there would be no master stevedores.

15400. How would you limit the number of people coming in?

By only allowing the sons, and a few other men, to keep up the death rate, into the society.

15401. You would always keep the number of men, as far as you could, at a fixed limit?

Yes.

15402. And only employ society men?

Yes.

15403. And only let into your society sons or relations of the existing people; you would keep up the continuity in that way?

Yes; because we believe that a man should serve as much as possible an apprenticeship to the work.

15404. Then your union must be all powerful all over London, otherwise you would have competitive unions springing up as the work increased?

I think the workmen would see for themselves that competitive unions would not be beneficial to them, that one union would be best.

15405. How would you do with an increasing trade; assume that we have a year of prosperity, and that trade becomes one-third more, your union could not do it?

Looking at it in that light, they may not be able to do it; but we should have to wait till the circumstances came, and then act accordingly.

15406. But what would be your scheme; I will assume that the trade is one-third more in the Port of London; you have your limited number of men, and nobody else is to work; what would you do with the surplus trade?

We should always be able to meet that surplus trade if we had a skilled body of men. There are some parts of the work which do not require so much skill as the others, and by admitting either as perpetual members or as limited time members other men we should be able to carry on the work.

15407. I will assume that your union has 10,000 men, and that 10,000 men are required to do the work of the Port of London in the year 1889; and then I will assume that in the year 1890 the work increases one-third more, as very well it may do; how would you work one more third of the trade of London with your limited 10,000 men; what is your scheme, I mean?

Indications are generally given; trade does not jump; it increases gradually; and we could increase our numbers to meet it gradually. We should have as much of an indication that the trade was increasing as anyone else, and would be just as well prepared to meet it.

15408. Then you would take in outsiders?

We should have to do it in circumstances like that, and should be only too glad if such circumstances occurred. I may say this, that I do not think the work in London is increasing, for the simple reason that so many British lines of ships are running from Antwerp.

15409. Then you do not ask the Legislature to do anything?

Not in that particular sense. We want the Legislature to protect us under the Employers' Liability Act.

15410. In what way?

I think I tried to explain that in my earlier evidence.

15411. Earl of Onslow.] Have you seen the Employers' Liability Bill now before Parliament?

I have had no opportunity of seeing it.

15412. You do not know whether it meets your views?

I am told not; but I shall examine it in order to see.

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[Continued.]

15413. I understand you wish that there should be some power to prevent any person doing the business of a stevedore unless he were a member of your society?

That need not be necessarily so. What we say is this, that where there are middle-men these middle-men compete one with the other, and it impels them to employ the cheapest labour and to limit the gangs down to the smallest number, and to make the men work as hard as possible in order that they may obtain a margin of profit.

15414. Do you mean to say that the mere fact of the removal of the middle-men would have the effect of preventing any competition in the stevedore trade with your union?

It would prevent a great deal of it.

15415. But if it did not do so absolutely your scheme would break down, would it not?

No, it would not.

15416. Then a limited competition with your union, you think, would not be hurtful to the men?

No, it would not.

15417. You cannot draw the line as to the amount of competition you could stand and the amount you could not?

It would depend upon the accumulated capital we had.

15418. With regard to these men who are worked hard by the foreman, do I rightly understand it to be your allegation that whereas these men engage themselves at 8 *d.* per hour they are made to work too hard by the foreman, and to do more work than they bargained to do?

They do not bargain to do a limited amount of work; but we will take an ordinary day's work at 8 *d.* per hour, and say that the master would receive a profit of 40 or 50 per cent.; many masters would be satisfied with that, but by sweating the men and working them to death, they receive 100, 120, and 140 per cent.; and I have known cases where they have received 200 per cent.

15419. *Chairman.*] I suppose you do not mean to say that you have known it for an absolute certainty?

Yes, I can cite figures.

15420. *Earl of Onslow.*] Leaving out for a moment the question of the profits made by the employer, a man when he undertakes the business knows that he has got to clear a certain amount of cargo, and he knows that he will receive 8 *d.* an hour for doing that?

Yes.

15421. And then what I understand you to complain of is that he is pushed on, and made to work so much harder, that he clears more in a given number of hours than he was expected to do; and, therefore, he is defrauded of some of his just earnings?

Yes.

15422. Then what would remedy that would be that he should do the work by piece instead of by time?

No, we object to piece work; but one of the objections would be gone if the men had the profits on piece work. What we aim at is, to give employment to the largest number of men.

15423. But supposing that instead of being paid so much an hour the gang were paid for clearing the cargo; whether they did it in a greater or less number of hours would not matter to them, they would still get the same amount?

That was tried years ago, and our union fought to prevent it.

15424. Why do you object to that?

Because in many cases our men were kept hours after the time for which they were paid; they were given a certain amount of cargo to do, and told that when they had finished that they might leave.

15425. Then

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15425. Then they were not paid only by piece, but they were partly by time and partly by piece?

Yes, in that case; but it would be impossible in many cases to do that work by the piece.

15426. Why?

In the case of loading a ship with a cargo of machinery it required very great care, very careful stowing, and so forth; it could not be hurried or done by the piece, both because of the danger to the lives of the men and of the temptation to carelessness that would take place if the men knew that they had to get work of that nature done quickly.

15427. You say there would be an objection to doing machinery by the piece, because the men might become careless?

It is in human nature; where men are seeking money they generally become unscrupulous, and stevedores are only like other men; there would be a temptation to become unscrupulous, inasmuch as the work might be carelessly done.

15428. And, therefore, the masters will not give you the work by the piece for fear you should hurry it and do it badly?

We do not want the piecework. On a former occasion the masters have sometimes offered to give us the work on a sub-contract, but only the roughest of the stuff.

15429. Then it comes to this, that both the men and the masters object to the cargoes being cleared at a contract per cargo?

I cannot say as to the employers; I say as to the men; we only stow cargoes, put it into the ship; we have nothing to do with import cargoes generally.

15430. Earl of Derby.] Did I understand you to say that the men, under pressure, could do double the quantity of work that is usual?

That has been done.

15431. Therefore, in point of fact, when doing a normal and average day's work, the man is only working at one-half his full power?

No; I cited an exceptional case when I said that.

15432. You speak of that as an exceptional case, not a common case?

I should suppose that a man can do nearly a half as much again; about a half as much again.

15433. Now you said that your object was to give employment to the largest number of men, that is, as I understand it, doing the same amount of work?

Yes.

15434. Would not that tend to lower wages?

No; I do not see it.

15435. It would do one of two things, either it would lower the wages, or else a larger sum must be paid altogether for the loading or unloading of that cargo?

The sum that is now paid and is looked upon as a cheap price for contract would be sufficient to do it, so as to give employment to a larger number of men.

15436. You do not want to make the operation of loading or unloading more expensive to the shipowner or the broker; it is only the profits of the contractor coming out of the profits of the men that you object to?

Yes; and therefore I contend that a larger number of men would be benefited.

15437. What you want is that the contract should be made directly with the men?

Yes.

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15438. But

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[Continued.]

15438. But you do not propose that there should be any Parliamentary interference to compel that to be done, do you?

I am not enough of a legislator to give you an answer.

15439. Lord *Rothschild*.] Is there any fixed limit of time given for loading a ship; have they always to be loaded within a given time?

The time is generally stated when the ship is loaded.

15440. That is to say when the contract is given for loading the ship; unless the ship is loaded within that time there is a fine; is that so?

I have never heard that.

15441. But there would be a fine paid by some one if the ship was not loaded in time; would there not?

That I could not say. I think I spoke of that during my evidence last week. I think your question tends to the point that the men are hurried sometimes, because the ship is tied to a certain date. I can assure you that the hurry and the driving is entirely unnecessary in ninety-nine cases out of a hundred. Of course, if a ship is loaded two or three days beforehand, that is, so far, beneficial to the crew on board of her, and to the comfort of anybody on board, to get the decks cleared and have her ready for sea; but if she is loaded at the time that the skipper wants her loaded, that is well and good.

15442. But supposing a ship came to the dock, and remained there a week, there would be extra dues to pay for the ship being there; say the ship is loaded in three days, the ship pays dues for three days; but if she came there and she were a week loading, she would have to pay dues for a week?

But it would not be our fault, because the experience of the shipper, and the master stevedore and the men, tells them generally what time they can load the ship in.

15443. But I understood your complaint to be that your men were worked too hard, that you had to do too much work in a given time?

Quite so.

15444. You do too much work in a given time, so that the ship shall not remain in the dock more than a certain time?

I see what your Lordship means. I know plenty of cases; I only saw four weeks ago an instance where a ship was loaded three or four days before her day for sailing. In the case of passenger ships, that is frequently the case; the ship is loaded two or three days before she has to leave the dock.

15445. There are only a certain number of men whom you can employ on the ships, not an unlimited number?

Only a certain number of men.

15446. Lord *Monkswell*.] What provision would you propose to make for those persons who could not get into your union; because your idea is that the union should be strictly limited to the sons of workmen in it; and I suppose if there was no work even for the sons of the workmen you would have to limit it still further, say to one son in the case of each workman; what would you do for those who could not get into employment again?

I was only giving my own opinion, and experience would show us how to work the scheme.

15447. Do not you think that a scheme of that kind might exclude a number of very deserving persons from getting any work at all?

If we adopted a scheme of that kind, although only half of our men work now, we could embrace the whole of them in the amount of work that is being done, and then the limit would not press hardly on outsiders who came in next year or the year after, because they would say, "I never worked at the trade; therefore I have, so far, no right to the work."

15448. I do not quite understand how you can be perfectly certain that the population would not increase faster than there is work for them to do; and in that case are you to keep certain persons arbitrarily out of work altogether;

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[Continued.]

gether; would it not be better to lower wages, and, if necessary, that people should emigrate?

Your Lordship will see that if you lowered wages the price of contract work would fall, and that would tend to lower the wages still further.

15449. It comes back to what I said last time: It might be better to have constant work at 5s. instead of very precarious work at 6s.; and further, it might be very unjust to prevent any man from getting any work that he was fairly able to do. If a man comes into a dock and he is a skilled workman, would it not be very hard that any union, or set of men, should be able to say to him, "Though you are approved of by the foreman, and though your character is perfectly good, you shall not get work, because you do not belong to our union"?

We see what is the reason which drives men into competing with us; men from the land, and so forth. If they had an opportunity of remaining there the competition would not exist. They have just as much right to an opportunity of remaining on the land where they come from as we have of refusing to admit men who never worked at the trade before.

15450. You are aware that machinery has taken the place of agricultural labourers, and men are being turned off the land every day because there is no work for them?

Well, the land is lying idle.

15451. The fact remains that many agricultural labourers are employed now than were employed some time ago; they cannot get employment; they are crowding into the towns; so that it would seem they are worse off than you are. Then one question about the boats; I do not quite understand that. You say that every man in a gang is paid 30s. for loading or discharging a boat; is there any rule with regard to how many there shall be in a gang?

That is the system that is worked at some of the wharves; some get 30s., others 27s. 6d., and others 25s. I do not know the number of men in the gang, because they are men outside our union.

15452. Of course there would be some arrangement come to as to the number of men that should be employed in a gang for loading or unloading a particular sized boat?

The same number of men in a gang would go on board of a ship of 500 tons as would go on board of a ship of 1,000 or 2,000 tons.

15453. Would they be paid 30s. each in both cases?

No; not the same sum for loading or unloading 1,000 or 2,000 tons as 500 tons.

15454. But I understood you to say that on the wharves the practice was to give 30s. per man?

Yes.

15455. Then you did not mean exactly what you said; there are exceptions to that?

They do it in the wharves; but in the docks I have not known any instance of that kind.

15456. Perhaps you do not know much about what goes on in wharves?

I have never worked in wharves.

15457. Then it is only hearsay evidence about these boats being loaded and unloaded?

I know the boats are loaded, because I have friends of my own working there.

15458. *Chairman.*] I suppose you anticipate no difficulty in settling for yourselves what would be a fair amount of labour that a man should do in a day. Of course one of the first things that your union would have to do if it was as largely extended as you think it ought to be, and if the men took over con-

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tracts direct, would be to settle among themselves how much work they could do?

They could not fix a limit.

15459. What would you do about that?

The cargoes are so various; we should have the work according to the cargoes, do a reasonable day's work, not set a gauge up.

15460. How are you going to settle what is a reasonable day's work?

I can only illustrate it to you.

15461. If the workmen took the contract over direct without the intervention of any middleman, would it not be necessary for them to settle what is a reasonable day's work?

It could not be done; the cargoes are so different.

15462. Then I do not see how you are going to get any benefit by it?

Some cargoes are paid by the weight, and some by the measurement.

15463. What you complain of is, that in some cases the men are called upon to perform an unreasonable amount of work by reason of the foreman driving them?

Yes.

15464. What I want to know from you is, how, if you had the matter in your own hands, you would settle what is unreasonable, and what is reasonable?

The work consists of taking the cargo from the hatchway and packing it. If we were working for ourselves when we took the cargo and packed it, we would take it from the hatchway and pack it reasonably quickly; but now the work is hurried.

15465. You keep on repeating the word "reasonably;" what kind of a tribunal would you have, in your opinion, to settle what is reasonable and what is not reasonable?

The men themselves could tell who was a lazy man, and they would know that the lazy man was robbing the body.

15466. And what would happen to that man?

He could be fined. I presume that expulsion would be a possible punishment.

15467. You think your society could frame a rough-and-ready rule, that such and such a cargo should require a certain amount of labour, in order to be done within a certain time, and that it should be left to the men themselves to take care that their work was not shirked?

If we had one kind of cargo to deal with we could do it; but we have so many different kinds of cargo, that we would have to take every one of them in detail; and then when we receive a cargo every second set is different.

15468. Unless you could arrive in your society, or in the trade generally, at some kind of general agreement as to what is reasonable and what is not reasonable, I do not see that you could possibly benefit yourselves by the plan you propose?

In theory, I am not able to put it forward; but we certainly could do it in practice; we are positive of that.

15469. Perhaps you could give us some estimate of what you think is the effect which the middlemen, the contractors, have upon you; take any supposititious case, and any kind of cargo you like?

There are many ships going out to San Francisco now with cement. In the case of a ship loaded with cement, a fair day's work, some years ago and to-day, would be considered 800 casks, a day of nine hours for a gang of ten men or a dozen men. The master stevedore receives 1 s. 2 d. a ton for that, and we have to do 1,400, 1,500, and 1,600 barrels a day. If we took in 1,600 barrels, it would mean 266 tons in a day. It would mean that the gang of men would receive about 4 l. 10 s., and that the master would receive about 12 l. clear profit.

15470. What

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15470. What do you mean by clear profit?

After he had paid all expenses, wear and tear of gear, cost of steam, cost of foremen, and wages of superintendence.

15471. What do you put down those various items at; just give us all the items that, in your opinion, the loading of a vessel would be, the general details, the labour, the machinery, and so on?

The gang of men would be 4*l.* 10*s.*; the cost of steam would be, if it was the man's own "donkey," 10*s.*; if he had to hire one, 20*s.*; if you allowed him wages of the superintendent, he would be worth, at the very highest, 1*l.* a day; if he took in 266 tons of cargo, 1,600 barrels of cement, and he received 1*s.* 6*d.* per ton (that is the general rate paid), he would receive 19*l.* 19*s.* for it; the expenses would be 5*l.* 10*s.* 10*d.*, leaving him a profit of 13*l.* 9*s.* 2*d.* for one day's work.

15472. That is in the case of cement?

In the case of cement; and we think that a profit of about 50 per cent. on each man's labour would be sufficient for him.

15473. Is there any other kind of cargo you would like to give us similar figures for?

I will give you the figures in the case of a ship of 5,000 tons loaded in a week. The labour would cost from 140*l.* to 160*l.*, including all expenses, cost of steam and everything; the stevedore master would receive for that at 1*s.* 6*d.* per ton, 333*l.* 6*s.* 8*d.* If I put his expenses and his labour at the very highest figure, it gives him a profit of 153*l.* 6*s.* 8*d.*

15474. What do you mean by his expenses?

I would include his foremen as part of his expenses, because they are not working in the gang, simply superintending; and I would include the cost of steam, which in the case of each gang would be about 10*s.* per day.

15475. And anything else?

I would add also the depreciation of gear.

15476. Anything more than that?

I do not see anything else.

15477. Can you tell us what you calculate that at?

I calculate the whole of them at 180*l.*

15478. And what do you put down for depreciation of gear?

Ten shillings per day for each gang for steam and depreciation of gear.

15479. Would you take those two cases which you have given us, the one of cement, and the other a 5,000 ton ship of general cargo, as fair specimens, exemplifying fairly the effect that the contract system has upon you?

The second case is of common occurrence; as to the other case, with respect to cement, the masters do not always receive such a high figure; in some cases they have been lowered to just half that, but not in the case of fine goods, where a big ship would be loaded; so that his profits would perhaps be not quite so much as on the cement. But we maintain that about 50 per cent. on each man would give a master a good profit. I might say that in giving this evidence I am doing it at the peril of my livelihood. I have had more than one intimation, though I could not exactly prove it, that I can look for my bread elsewhere.

15480. What do you mean by "intimation"?

That I had best hold my tongue, and not say what is true.

15481. Earl of *Limerick*.] As your union has been powerful enough to raise the rate of wages, is not it able to prevent the large profits received by these contractors?

No; because the contractor is able to use the non-union men against us in the case of our going out.

15482. You have been able to raise wages, you told us?

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[Continued.]

That was when trade was at its very best, after the opening of the Suez Canal; about that time.

15483. Though you raised them when trade was at its best, the wages have not fallen since then, have they?

The wages have not fallen, but there are more men out of work, not so many employed proportionately.

15484. Of course as regards a Parliamentary inquiry the question is, what Parliament can enforce; and therefore I was desirous to know how you thought that assistance could be given so as to bring about what you consider a more fair distribution of the profits between the contractor and the workmen?

If it were possible for me to direct legislation, I should say that the profits of any man on another man's labour should be strictly limited.

15485. I do not know that we are sufficiently advanced yet for that?

That is the only remedy.

15486. But no remedy short of that on the part of Parliament would enable you to do away with the state of things that you have indicated by those figures?

Quite so. I may also give an instance showing how we were used in other ways. Whenever there is any risk or danger, or good work is required, we have been employed by these very stevedore masters who employ non-union men; and the moment the best of the work was gone, they knocked us off again, and employed non-union men again. We have been allowed to undertake the loading of ships where dangerous or risky cargoes or cargoes requiring great care have been under hand; and so soon as rough cargoes or cargoes that might be flung in anyhow, came, we have been put on one side; and so in the case of any experiment that we made for our benefit, they would use these men against us, as they have used them before.

15487. *Chairman.*] We have had it in evidence from another witness that what was complained of as regards your union, was the large amount you charged for overtime, night-work; have you anything to say about that?

With respect to the witness who spoke about that, that witness is one of the very men who employs us when he has risky cargoes; and when he has cargoes that can be flung in he employs other men. If that man had the best work to do he would not care if he paid us twice as much so long as the work is done properly; that is, if we were able to compel him to do it.

The Witness is directed to withdraw.

MR. JAMES WILLIAM ALEXANDER, is called in; and, having been sworn, is Examined, as follows:

15488. *Chairman.*] WHAT is your business?
Contractor to the Millwall Dock Company.

15489. Do you trade in the name of a firm, or in your own name?
There are two of us in the business, Neville and myself.

15490. You would be one, I suppose, among the 30 contractors we were told of who do the contract work at the Millwall Docks?
That is so.

15491. That is to say, you do the company's work?
Yes, the company's work.

15492. Do you do the work on the wharves as well as in the docks?
On the quays only, not discharging; the quay work only.

15493. What do you contract to do?
House the different classes of goods as they are discharged from the ships,
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and work them according to the custom of the trade ; that is to say, mark them, weigh them, sort them and pile them, and deliver the goods also when applied for either by cart or craft.

15494. How are you paid ; so much per ton ?

Eleven pence per ton we are paid either way.

15495. What do you call either way ?

Eleven pence a ton for landing them ; and eleven pence a ton for delivering them.

15496. What would you call a large contract ; what is the general average amount you contract to do ; what quantity of goods ?

It differs according to the work that comes in ; sometimes we will do 500 tons in a week, sometimes 1,000 tons, sometimes only 250 tons, as the case may be.

15497. Do you have a separate agreement on each occasion ?

No, one agreement only.

15498. A printed form ?

Unfortunately my agreement has got damaged by the rate ; but I will show it to your Lordship (*handing it in*). That is the actual agreement from the Dock Company.

15499. I understand you that that agreement binds you in various jobs ?

Everything that comes in in those particular warehouses we have to do.

15500. You always know when you get a job what the amount of it is ?

When the boat is discharging, we do whatever is necessary.

15501. And is the weight calculated afterwards ?

We calculate the weight by weighing the whole, or by averaging it ; in a great number of cases, it is necessary to weigh all the goods ; in others, an average only is necessary.

15502. Do you find the labour ?

Yes, we find the labour ; not only the labour, but foremen, clerks, tallymen, weighers, and markers, and so on, as is necessary to carry out the work ?

15503. And the labour also ?

And the labour also.

15504. That is to say, you yourself pay the labourers ?

Yes, we do the whole thing right through.

15505. And how do you pay the labourers ?

Partly by day work, and partly by piecework.

15506. Do you mean that you combine the two, or do you pay some of them by time, and some by piece ?

Some by piece, and some by time.

15507. How do you superintend this labour ?

Personally.

15508. What do you call the men who look after the gangs ; gangers, foremen, or what ?

We have three foremen, and they look after the different gangs under my own supervision.

15509. How much labour do you employ ?

I have not taken the figures out. We keep seven permanent hands ; and we have one gang, a piece-work gang, that stands by, and does the best part of our work.

15510. You employ seven permanent hands, you say ?

Yes.

15511. And you employ a piece-work gang ; how many ?

About six men.

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15512. And

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15512. And they do the greater part of the work?

We call them our first piece-work gang; and when the work is there, they do the greater part of it. When it is necessary to employ other gangs, we do so.

15513. How do you arrange the price of this piece-work gang?

We pay various prices according to the operations performed.

15514. Do you go to the gang, and say: "There is a certain kind of work to do," and then is so much agreed upon?

Each foreman in his box or office——

15515. I am talking of your permanent piece-work gang of six men?

Quite so. They know the rate that they will receive, because they are continually doing the same class of goods, and they are paid the same on each occasion for the different classes that they do.

15516. You pay this gang so much a ton?

Yes.

15517. Nothing to do with time at all.

Not anything to do with time at all.

15518. And they know beforehand what they are going to receive a ton?

Yes, they know what they will receive.

15519. And they settle for themselves what hours they will work, and so on?

They have to work according as the work is wanted to be done. For instance, if the work has to be commenced at six in the morning they would commence at six in the morning; and if it had to be left off at eight or nine at night they would leave off at that time; but as a rule they work from eight till five, or half-past.

15520. Supposing they have to go on working later, how are they paid for it?

By piece-work; they get so much a ton for what they do.

15521. But how are they paid if they work, we will say, up to midnight?

They would still be paid piece-work.

15522. Just the same, no variation?

No variation.

15523. Then I understand you do not leave it to their discretion how long they are going to work?

Certainly not; of course they could refuse to work.

15524. You can compel them to work all night long, all day and all night, instead of two days?

They prefer in a great many cases to work overtime; they like overtime, because they earn more by it.

15525. What do you mean by "they earn more by it"; they earn precisely the same pay; they get through the work in a quicker time, but they earn the same money?

I do not quite follow your question.

15526. You told me that it was entirely piece-work; so much money for dealing with a certain number of tons?

With regard to this gang, for each ton of work they receive a certain amount of money, so that the more tons they do the more money they get.

15527. Then if you want outside labour, what do you do?

We take them on at the gate.

15528. And you are responsible to each individual man to pay him his wages?

Yes.

15529. You do not go to one man and tell him to find the labour for you;

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you ; give him a certain price for doing the job, and let him find the labour as he best can ?

That would be a piece-work operation.

15530. Then you do do that ?

Yes, we should do that ; but then each man would share alike.

15531. But that would be no affair of yours ?

It is so ; each man does share alike in those cases.

15532. But you would have nothing to do with that ?

No.

15533. You would simply be responsible to the ganger ?

Yes.

15534. That you would not call sub-contracting ?

No.

15535. I want to call your attention to some evidence of Mr. Wake's ; it is at Question 14796 ; the question is : " I take it from you that the lowest price you have had is 2 s. 3 d. for the time from eight to six ? " he says, " Yes." Then he is asked : " That is about the lowest you have had ? " and his answer is : " Two shillings and threepence for 10 hours." (Q.) " How much a ton is the lowest price you have had ? "—(A.) " Two-pence halfpenny from Neville and Alexander ; but there are three parts in the dock where they pay 1½ d. a ton." Then I asked him : " I want to find out from you what you get paid per ton ? " And he says : " The general rule is 4 d. and 5 d., and it is as low as 2½ d. and 1½ d. a ton." (Q.) " And as high as what ? "—(A.) " As high as 5 d. ; 5 d. is the average price " ; do you think that is fairly correct ?

The lowest that we pay is 4½ d. ; the lowest rate we ever pay, and the men can earn good money at that when they have a long job.

15536. The lowest price per ton you ever pay is 4½ d. ?

Yes, and that is for the unskilled labour only ; that is not including the weigher, or marker, or clerk, and so on, or the foreman of the warehouse.

15537. In these cases of piece-work where you have to get the labour from outside, you would go to the ganger and pay him the whole at the rate of so much per ton ?

Yes.

15538. Then you would not know what arrangement he might make with the labourers ?

I should not actually know.

15539. So that it is possible that this might be correct, that a man earned 2½ d. ; it would not be correct that he earned it direct from Neville and Alexander, but he might have earned it from a ganger who was working for Neville and Alexander ?

That may be so.

15540. We have heard it mentioned (the same witness mentioned it), that there are contractors who find nothing but the clerks and weighers, leaving the sub contractor to procure the labour ; that is not the case with you ?

We find the whole labour.

15541. Is it within your knowledge that it is a custom for the contractors to find only the clerks, weighers, tally clerks, and so on, and have nothing to do with labour ?

It is not the rule.

15542. But it may be an exception ?

I think there is not an exception of that sort at Millwall Docks.

15543. Then we had some rather curious evidence as to weights being estimated in an arbitrary and incorrect manner, that is to say that it is the custom to consider that a certain quantity of zinc, for instance, weighs less in

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[Continued.]

amount than it really does ; and that the same takes place in regard to Government bales, and that it is also done in all cargoes ; is that the case ?

No, the men that work piece-work when it is necessary to average the bales, or the casks as the case may be, do it themselves, and so know the exact weight of the casks that they weigh ; and the clerks that make out their papers have no interest in defrauding the men out of a penny, or a hundred-weight.

15544. I see what the witness said was to this effect, that a barrel of zinc is 10 cwt. ?

Yes ; that is about the weight of a barrel of zinc.

15545. And that it is calculated at the average weight of four or five cwt. per barrel ; then he says that it occurs also in the case " of bales of Government stores ; of clothes sometimes. Some bales which average four or five cwt., they will tell you, go only three cwt. when they come to pay you ; " that is in answer to Question 14890 ; he refers to you in that answer. Then later on in answer to Question 14902, he says, " The principle is all just the same, they will not give you the proper tonnage for it ; zinc, general cargo, grain, no matter whatever it is, they will try to get a ton or two out of it. " You say that that is not the case ?

That is not the fact. Our clerks make the men's papers out for what they do, and also the weights, and it is no interest to them at all to defraud the men out of a ton.

15546. Your clerks make out the weight ?

Yes.

15547. That is what the men complain of, that they make them out wrong ? But the men see the goods weighed themselves.

15548. Have you ever had a complaint about this ?

No.

15549. Have you ever heard of it before ?

No ; they never made any complaint to me at all.

15550. You would be the person they would complain to if they did complain at all, would you not ?

Yes, and they would not only complain to me, but evidently they would complain to the superintendent of the docks if that was the case.

15551. I understand you to say that the thing complained of does not occur. I should like to ask you whether you can give this Committee any idea, assuming that you are right, that the thing does not occur, how the idea originated in the men's minds ?

Well, I can hardly tell you. In our case when we land these goods they are put on a scale or weighing machine, and either weighed for average, or the whole weighed ; when weighed for average the men see them weighed, and they know exactly what weight they are to take.

15552. In fact, you do not understand how the idea could have originated in the men's minds ?

I do not.

15553. Do you know this witness, Wake, whose evidence I was quoting from ?

I do not.

15554. Would you know if he had worked for you ?

I might know him by sight.

15555. He speaks further on, about the same subject, of the weights as regards grain ; in answer to Question 14903, and some questions afterwards, he says practically, that they know that the quantity of grain is not correctly estimated, because they find when they take it out of the bins that there is more of it, according to the estimation, than there was when they put it in ?

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In the case of bins, when bins are sent to a department no matter what department, the number of those bins is sent on, a card with the quantity contained in those bins, to the foreman in charge in the warehouse, and that quantity is paid to the men who house it; they are shown the cards, in fact they ask for the cards, and the cards are shown to them, so that they are getting exactly what is in those bins.

15556. His contention is that having been paid for a certain amount which is in the bins, the amount is not properly estimated, and that they know that, because when the grain is taken out from the bins, and the lightermen, or whoever they are, ascertain the weight, and the weight is larger?

That is almost impossible.

15557. How is it impossible?

For instance, a barge would contain a certain number of quarters of grain; that barge would be emptied into a certain number of bins; this number of bins would be sent to a warehouse and housed, with a card stating the number of bins and the quantity contained in them. I do not see where it would come in that they are not properly estimated. The dock company's officials, the clerks in their office, send this card round to the departments; as I have said with the number of the bins and the quantity contained in the bins, and the men are paid on that card.

15558. And that card you say is correctly estimated?

Certainly.

15559. And must be correctly estimated?

Certainly.

15560. That is what I want to find out from you. Why is it impossible that the weight should be incorrectly stated on the card?

In the case of a barge load of grain it is weighed from a ship into that barge, and taken out and put into a certain number of bins, and those bins sent to a warehouse for housing. Evidently there cannot be any wrong estimation there, because that is actual weight in that case from the ship.

15561. Then the witness says, that he has made a complaint about it; I asked him to whom, and he said to the contractors. Has any complaint ever been made to you?

I believe there has been a complaint now and again, and we have referred to the office about it. Sometimes the men will think that there is more in the bins than there actually is according to the estimation; then we refer to the office about it.

15562. What do you mean by "the office"?

To the grain office; there is a grain department who issue these cards.

15563. You mean a department of the docks?

Yes, a department of the docks.

15564. And when you refer to them what do they do?

They refer to their ledgers to see whether they are correct or not.

15565. And then you explain that to the men?

Yes.

15566. You are not aware whether a complaint was made to you by this particular man in this particular case?

No, I am not; in fact, I do not know the man; I may know him by sight.

15567. Then there is another matter I would like to ask you about; that is mentioned in the answer to Question 14949. A witness complained about having to do a great deal of labour which he called "waste labour"; that is in the matter of bags; and what he says in answer to the question is: "We had to sort the marks out. A lighterman applies for a certain quantity of marks; these bags are piled in a pile, and there are a variety of bags in it; and consequently we had to pull down nine or ten bags, which we call 'wasters' (or waste

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labour, because we get nothing for it), to find one." His contention is that they are paid for delivering a certain quantity of these bags into the barge; but that to do that operation they are obliged to do a great deal of work for which they get nothing, in examining a large pile of bags to pick out the right one at last?

If they did that they would be paid for it.

15568. His contention is that they are paid for delivering a certain number of these bags into the barge, but that to find the bags they have to do a certain amount of work for which they are not paid anything; would that be the case?

In the case of sugar they might have to re-pile a few bags in order to get the bags of the numbers required. In that case they would be paid for it.

15569. Perhaps I had better read you his answers; they begin at number 14934. I said, "You object to sub-contracting?" The witness said, "Yes; I could not live at it. I was employed one day at a job, delivering some meal; we were five of us; and we took over the job at ten o'clock, and at five o'clock at night our money came to 6 s. 3 d.; 1 s. 3 d. a piece for the seven hours. (Q.) Where was that?—(A.) At the Millwall Docks. (Q.) When?—(A.) Sometime ago now. (Q.) How long ago do you mean?—(A.) Three or four years ago. (Q.) What was the job?—(A.) Delivering meal. (Q.) Do you mean taking it out, delivering it from the warehouse into the barge, or what?—(A.) It was piled on the quay. (Q.) And what had you to do with it?—(A.) We had to sort the marks out; a lighterman applies for a certain quantity of marks; these bags are piled in a pile, and there are a variety of bags in it; and consequently we had to pull down nine or ten bags, which we call wasters (or waste labour, because we get nothing for it), to find one. (Q.) When you found the right one what did you do with it?—(A.) Deliver it into the barge. (Q.) And how many of them were working with you?—(A.) I could not say, four or five, I think now it was five to make the gang up. (Q.) Where you the head of the gang?—(A.) I think I did have that job that day. (Q.) That would be piece-work?—(A.) Yes, piece-work. (Q.) And how did you get that piece-work?—(A.) Promiscuously; as I was coming along the quay the contractor says, "Do you want a job?" I say, "What at?" He said, "Delivering those bags"; I said, "All right; I will take on to do it," and so on; the contention being that he is taken on at a certain price to deliver these bags, but that he had practically to do a lot more work because he had to turn over a large pile to get at the proper marks?

In the case of meal that is not the case; it is never piled with sundry marks all together; there would be no turning over the bags of meal to get at the one required.

15570. And you think this is an imaginary case?

As I understand it this is a case of meal where he had to turn over a number of bags to get to the one he wanted, and then the others had to be re-piled.

15571. And you say that could not occur in this case?

No, not in meal; it might in sugar.

15572. What would happen in sugar?

Certain numbers would be applied for out of a certain lot; those numbers would be required for a lighter or van, and the other numbers would have to be re-piled.

15573. In that case the man would have to do a greater amount of work than he contracted for?

But he would be paid for it; if he had to re-pile a certain number of bags he would come and ask for more and he would be allowed it.

15574. You mean that you individually would allow him for that?

No; the clerk that made his paper out would allow him.

15575. The contractor's clerk?

Yes, my clerk.

15576. You

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[Continued.]

15576. You mean that in your opinion a contractor would always allow for it?

Yes; certainly.

15577. If the man came to him at the end of a job and said, "I agreed to deliver these bags at a certain price; I have done that, but I had a certain amount of re-piling to do; you must give me something for that," he would give him something for that?

Yes.

15578. And that would be universal, you think?

I believe so.

15579. That is to say, that a man would be paid for any extra work that he did, whether in turning the pile over and re-piling, or whatever it might be?

Yes; he would have an allowance made for that.

15580. For anything extra?

Yes.

15581. I think you told us what the contractors find; what kind of labour? Foremen, clerks, tallymen, and markers.

15582. Machinery?

No; the dock company find the machinery.

15583. You have to pay them for it, I suppose?

No; we have the free use of all the gear.

15584. Your contract allows you the free use of it?

The free use of all gear.

15585. I think you told us you had seven foremen?

No; not seven foremen; seven permanent people.

15586. How many foremen have you?

Three foremen.

15587. What are their duties?

The duties of the warehouse foremen are to deliver the goods, and to generally look after the warehouses, take receipts, and so on.

15588. You pay them by the week?

Yes; by the week.

15589. All the year round?

All the year round.

15590. Do you ever give them piecework to do?

No; they do no labour at all.

15591. But would they take over any part of a contract, and do it by piecework?

No.

15592. Never?

Never.

15593. Would they find the labour required to do the work?

They have nothing to do with finding the labour; I find the labour myself.

15594. I suppose you might have a number of ships at the same time that you might be working on?

At the different warehouses.

15595. But you would keep them all to yourself?

The ships, do you mean?

15596. Yes; that is to say, that you would never divide the contract?

The dock company will not allow us to do that.

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[Continued]

15597. In any case you do not do it?
In no case.

15598. Are you liable under your contract for injury under the Employers' Liability Act?

Yes.

15599. Have you had to pay in any cases?
Not at present.

15600. Lord *Monkswell*.] On what principle do you take men on at the gate; do you mean that you take them on yourself, or do you go by the report of your foreman?

As a rule I take them on myself, or my partner does.

15601. Then you would know them yourself, or your partner would know them?

Yes.

15602. But I suppose you leave something to your foreman?

Yes

15603. Do you suppose that your foreman would have any opportunity of being bribed by the men?

I do not believe that anything of the kind goes on. I speak of my own department.

15604. You keep an eye on your foreman, you mean?

I am there all day long.

15605. You say you pay the men something extra for re-piling or doing anything not in the bargain; have you a tariff for that, or do you pay them what you think right?

There is no rule. I say, "What do you think will pay you for this."

15606. And do you come to an agreement with them as to the amount?

Yes; it is not often that those things do occur.

15607. But there are agreements about it sometimes?

Yes; very few.

15608. Lord *Sandhurst*.] Do you consider that the relations between the employers and the employed are pretty good?

As far as myself is concerned they are good.

15609. *Chairman*.] I think you told us that men never worked less than 4*d.* an hour under you; that the work would never come to less than that?

I say that we never pay less than 4½ *d.* per ton piecework; we pay 5 *d.* per ton day-work, and 6 *d.* overtime.

15610. Do you know what the piece-work would come out at if it were transferred into so much an hour?

Our first piece-work gang when we are busy, I suppose, would average quite 30 *s.* a week and more.

15611. In other labour what would the case be?

Other gangs would not earn so much because there would not be the work for them to do.

15612. The other ordinary labour?

The ordinary labour we should pay 5 *d.* an hour; the men we take on at the gate.

15613. Do you always pay the men by time that you take on at the gate?

Mostly; we either want them for day-work or for piece-work.

15614 I mean

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[Continued.]

15614. I mean in case they did it piece-work, could you tell me what would be the lowest rate per hour that they would be earning, because we have had it in evidence that men working at piece-work would earn 2 *d.* or 3 *d.* per hour?

The men working piece-work would earn at least 6 *d.* per hour for the time they were at it.

15615. Lord *Sandhurst.*] When does overtime begin?

After six o'clock; they are paid 6 *d.* per hour then.

15616. At what o'clock in the morning do they begin?

The dock hours are from eight o'clock in the morning to six o'clock at night.

15617. Earl *Brownlow.*] Does the work often go on a long time after six o'clock?

Frequently.

15618. Lord *Monkswell.*] I think you said that when the price is paid per ton overtime is not paid extra?

They are not paid by time but by piece-work.

15619. But you can oblige a man to work all night?

You cannot oblige him to do that.

15620. You may put pressure upon him to do so?

Any gang may refuse to work all night; we cannot compel them.

15621. You can ask them?

Yes.

15622. And you do not pay them anything extra per ton for working at night?

No. It is very seldom that they have to work all night.

15623. They may go on working till nine or ten, I suppose?

Yes.

15624. And you pay nothing extra per ton between six and nine or ten?

No.

15625. But you do not when you employ them in day work?

Yes.

15626. That is the difference?

Yes. The piece-work men earn more than the day-work men.

15627. You say they make no objection to work late at night?

No, they do not. The day-work men may object to working late; I do not say that they do object.

15628. The piece-work men do not object?

No.

15629. *Chairman.*] Are you obliged by the dock to pay a certain rate of wage?

No.

The Witness is directed to withdraw.

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MR. EDWARD ROBERT HUDSON, is called in ; and having been sworn,
is Examined, as follows :

15630. *Chairman.*] ARE you a contractor ?
Yes.

15631. To what docks ?
The Royal Albert Docks.

15632. What docks are connected with the Royal Albert Docks ?
The Victoria Docks.

15633. And St. Katharine's ?
And St. Katharine's ; they all belong to the same company.

15634. What is the system of work at your dock ; is it all contract work ?
Yes.

15635. No work is done by the dock company ?
No.

15636. Do you know how many contractors there are ?
I could not say how many. There are so many groups, and there are contractors to discharge the ships, and contractors to take the cargo into the warehouses, and to deliver it again into barges or vans, whatever applies for it.

15637. What class of work do you do ?
I do the ship-working.

15638. Discharging, unloading ?
Discharging the ships.

15639. And loading them ?
No, only the discharging.

15640. And you get a contract, I suppose, at so much a ton ?
Quite so.

15641. Do you find your own labour ?
Yes.

15642. How do you pay your labour ; by time ?
By the hour ; 6 *d.* the hour.

15643. Is any of your work done by piece-work ?
No.

15644. How many men do you suppose you employ on an average ?
About 50 or 60 men when we have a ship in.

15645. Where do you find them ?
Take them on at the dock gate.

15646. Have you got any permanent staff of your own ; any foremen, or anything of that kind ?

No ; I have a mate along with me ; he takes one ship ; we take them in our turn ; I take one and he takes one, then he assists me when he has not a ship, and I assist him when I have not a ship.

15647. What do you do if you have both got ships ?
He takes his own ship and I take mine ; we have no foreman.

15648. Then you personally superintend the whole of the work yourself ?
Yes, in the ship.

15649. And supposing you want 50 or 60 men, do you go out to the dock gates and take them ?

Yes, take them on.

15650. How

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[Continued.]

15650. How do you select them?

There are men that are always following us up, men that we know who go from one group to the other; when one group is slack the other has got something on.

15651. What do you mean by a "group"?

There are about six groups to the Royal Albert Docks; each group has so many sheds to it; it is the same as a jetty, you may term it; it is a department by itself; we call them groups; different departments, you may say.

15652. Do the docks settle what rate of wages you are to pay your men; have they anything to say to that?

No.

15653. What do the docks find for you; do they find machinery?

Machinery and the gear.

15654. And you find everything else?

Everything else.

15655. Including the clerks and tallymen?

No; there are no tallymen attached to our business.

15656. And no clerks?

No, only the clearing the ship out.

15657. And you just go to the dock gates and engage the men, and pay them yourself?

Yes.

15658. Are these men divided into gangs?

Yes.

15659. How many would be in a gang, six or seven?

Yes, according to what it is, sometimes 12 or 14.

15660. I suppose you pay the man at the head of the gang higher, do you not?

No; all one price.

15661. Then how does he get any advantage by being at the head of the gang?

He gets the privilege of the work; he is the last man kept on the ship; he is kept on till the job is finished; he gets the privilege of the work. They are the men that follow us up, and we look to them and give them the last of the work that there is; when I have done with them my mate has got something for them, so that they are always employed.

15662. You mean that they get the preference of the work?

Yes.

15663. You would take them on before you took on anybody else?

Yes.

15664. But they get paid no more than the others?

No more.

15665. And none of this work is done by piece-work?

I do not sub it out, or anything of that sort.

15666. None of it, you say, is done by piece-work?

No.

15667. Do you pay the men yourself, or pay the ganger?

Pay the men myself; every man that I take on I pay.

15668. Then I need scarcely ask you whether it is possible for a man working for you to earn as little as 2 *d.* or 3 *d.* per hour; you say they never earn less than 6 *d.*?

Sixpence per hour is the price.

(50.)

3 A 3

15669. And

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[Continued.]

15669. And they never earn less ; you never pay less ?
No less than that.

15670. *Earl Brownlow.*] What regulates the rate of the wages in the docks ?
It all depends on the hours they are working ; we work nine or ten hours in the day ; we work from eight in the morning till half-past four when we have work on.

15671. But what regulates the rate of wages ?
It is 6 *d.* per hour.

15672. Do they never go up or down ?
They have not been up or down for a long time. I think it is nine or ten years since we had any difference in the wages.

15673. It is the custom of the dock, in short ?
It all depends on the kind of work : I am a contractor who discharges the ships, and I pay 6 *d.* per hour to the men.

15674. I understand you to say that you have no piecework ; is that the case all through the dock ?

I meant that I do not do any sub-letting ; I take the work myself and find my own men, and pay the men 6 *d.* per hour.

15675. *Chairman.*] I asked you whether any of your work was done by piece-work ?

I am the contractor.

15676. But I asked you whether any of the work that you contract to do is done by piece-work under you ?

Not under me ; I take it myself.

15677. Of course we understand that your work, being contract work, may be called piece-work ; you contract to do a certain amount of work at a given sum for a ton ; that is the nature of your contract ?

Yes, I take it on those conditions.

15678. Then I understood you that you pay the labour that you employ entirely by time, so much an hour ?

15679. And that in no case do you say to a gang of men, or to a single man, I will let you do a certain quantity of this work for so much a ton ?

No, I do nothing of that sort.

15680. *Earl Brownlow.*] Is that the custom all through the dock or only your own custom ?

That is the custom right through the dock, the ship working 6 *d.* per hour ; also the quay work, taking it away from the ship and putting it in the warehouse.

15681. *Lord Monkswell.*] Can a labourer complain to any dock official if he thinks that you have been unfair to him in anyway ?

Yes.

15682. Have you ever known of any complaint being made to a dock official ?

No.

15683. But you think they can complain. Supposing a man thought you had not fairly calculated his wages, or had made some mistake in the weighing, or in any other way, has he any appeal ?

Yes, there is a labour-master who comes round two or three times in the day.

15684. A labour-master belonging to the dock company ?

Yes.

15685. What

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Mr. HUDSON.

[Continued]

15685. What does he do?

He goes round, and he does not interfere without he sees anything wrong; if he sees anything wrong he mentions it to the warehouse keeper.

15686. Then is it part of his duty to receive any complaints that the men may make?

Yes, certainly.

15687. Do you know of anybody ever making a complaint?

No, I have not known of anyone making complaints.

15688. You do not know whether complaints are made?

No.

15689. Do you pay overtime; if your men work after six o'clock do you pay them extra?

After eight o'clock.

15690. After the twelve hours, that is to say, from eight to eight?

They get 2 *d.* an hour more, that is 8 *d.* an hour after eight in the evening.

15691. What is their ordinary day's work?

About eight and a half hours in the winter time, and 10 hours in the summer.

15692. And you get from them two hours extra, from six to eight, without paying the 2 *d.* an hour; they generally, as I understand you, work from eight in the morning till six in the evening?

Yes.

15693. But you do not pay overtime till after eight in the evening; for the time from six to eight you can ask a man to go on working at 6 *d.* an hour?

Yes, up to eight o'clock; but still he gets half an hour out of that for his tea-time.

15694. So that practically he does get 8 *d.* an hour then?

Yes, he gets half an hour for his tea-time by working up to eight. We do not work up till eight; we work till half-past seven and pay till eight.

15695. *Chairman.*] At what time of the day do you take the men on?

About 20 minutes or a quarter to eight in the morning.

15696. I suppose you take them on anytime you want them?

Anytime that we have a ship in; sometimes we might have a ship in at ten o'clock in the morning, and if we can get the ship ready we take them on; if they are not in before, say, three o'clock in the afternoon, we let them wait till the morning without they are in a great hurry, and are going to start at once and work right away.

15697. Do you ever find any difficulty in getting labour?

No, there is plenty of labour.

15698. More than you could use?

Yes, more than we can employ.

15699. I presume there is a great deal of difference, is there not, in the skill and strength of different men that you employ?

Yes, there is a difference in the men.

15700. You pay them all the same?

We pay them all the same.

15701. Good, bad, and indifferent?

Yes, they are all paid the same.

15702. Then I presume you try and select men you know to be good men?

Yes, that is our endeavour, to get as good men as we can, to get the work done in a proper way.

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[Continued.

15703. I suppose you have an estimate in your own mind of how much work a man ought to do in a day. You have, say, to discharge 100 tons; I suppose you have an idea in your mind how many men ought to do it, and in what length of time?

Yes.

15704. What means have you of keeping the men up to the mark and seeing that they do work at that particular rate?

I do not quite understand the question.

15705. You pay all the men the same rate, 6 *d.* per hour, good men, indifferent men, and bad men?

Yes.

15706. What means have you of seeing that you get proper value for your money?

There are men that we see everyday, with the exception of one or two; men that follow us up, and have done so year after year.

15707. You know in your own mind that a ship ought to be unloaded in a certain time by a certain number of men?

Yes.

15708. If the ship was not discharged by that time what would you do; go to the men and say, you ought to have done more work?

No; if we want to get the ship cleared we put another purchase in, and have another two or three gangs in the holds.

15709. Do I understand from you that you simply accept the amount of labour that the men choose to give you for 6 *d.* an hour without making any remonstrance, if you do not think that they work as much as they ought to work?

They have 6 *d.* per hour, and they are all men that follow us day after day and week after week; we might have one or two outside men, but they get their 6 *d.* per hour just the same as the other men.

15710. We will say that you have 50 men at 6 *d.* per hour, and you say to yourself, "These 50 men at 6 *d.* per hour ought to do for me a certain amount of work in a day of eight hours"?

No, we do not estimate it in that way; we have got the crane, and put so many gangs down the hold, and that crane is supposed to keep them going. If eight or ten men would not do it, we put a dozen down.

15711. Have you any idea in your own mind what the 10 men ought to be able to do?

Yes, of course we form an idea; but the cargo might be rather hard in the getting it up, and of course in that case put another man or two down, and get it up.

15712. If the men do not do the amount of work you think they ought, all that you do is to employ more men?

Employ more men; go down and see how the work is, and if another man or two is wanted, put them on.

15713. Then you accept the amount of labour that the men do without asking questions?

I can tell when a man is doing his work, and when it is time to get rid of him.

15714. Your remedy would be to discharge him if he did not do enough work?

If he likes to stand and look at it, I should discharge him.

15715. I cannot understand exactly what check you have upon your men if you do not do any of your work by piece-work?

I have been a company's servant now upwards of 19 years, and now we have such a regular staff of men; I have had some of my men 14 years; it has been such

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[Continued.]

such a regular system with us ; it is like a regular thing ; that is the reason it does not want any check ; you may say it is a regular way of working.

15716. Perhaps you could explain a little more what the duties of the labour-master are. You say that he goes round and sees if anything is going wrong ; what do you mean by anything going wrong ?

If there is any of the cargo not properly slung coming off out of the ship, being landed on the quay, or any of the cargo being broken up, or anything of the gear being illused, things not being in proper order, he comes and puts a stop to it.

15717. I understand he is a servant of the dock company ?
Yes.

15718. And his duty is to see that you are carrying out your contract in a proper manner ?
Yes.

15719. That is to say that you are not damaging the cargo or discharging it in any way dangerous to the men ?
Yes.

15720. Earl of *Derby*.] You pay the men alike for the same job whether they are the best sort of workers or inferior workers ?
Yes.

15721. What inducement is there to them to do their best ?
They get the privilege of the work ; they are kept on till it is finished up ; we have always something on the way and they are like regular hands.

15722. You mean that these who work best will be kept on longest and will be taken on soonest ?

They have the privilege of the work ; they are men, you may say, that are always employed.

15723. They can reckon upon more constant employment than the others, is that it ?
Yes.

15724. *Chairman*.] I think you told me just now that you did not know how many contractors there were ; do you know whether there is much competition amongst the contractors to get contracts ?

No, I have not heard of any competition ?

15725. Do you always get all the work that you can do ?
Yes.

15726. You always get as much as you think you can do ?
We have always something on, little or much.

15727. You do not complain that there is any competition among yourselves ?
Not any whatever.

The Witness is directed to withdraw.

MR. WILLIAM IRONMONGER, is called in ; and, having been sworn,
is Examined, as follows :

15728. *Chairman*.] WHAT is your business ?
An assistant labour-master in the Royal Victoria Docks.

15729. What are your duties ?
I supervise the taking on of the company's labour and the looking after it the whole of the day, under the superintendent's instructions, Mr. Walker.

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Mr. IRONMONGER.

[*Continued.*]

15730. Who is Mr. Walker.

The superintendent of the Royal Victoria Docks.

15731. In the Victoria Dock is the work done partly by the company and partly by contract?

The ship and the quay work ; the laborious work is done by contractors.

15732. And what part is done by the company ?

Weighing, marking, &c. ; tallying, averaging.

15733. Your duties are confined to the company's work, are they ?

The company's work alone.

15734. You have nothing to do with the contract work ?

Nothing whatever.

15735. Did you hear what the last witness said about the labour master supervising the contractors ?

I do go my round to see that the contractors carry out their contracts as they ought to do.

15736. That is what I mean ; you have to do that ?

Yes.

15737. What do you mean by saying that you see that they are carried out properly ?

If I find out that the work is not going along properly, such as that the ship is not fully manned or not geared properly, or that they were going recklessly to work, I should go straight to the warehouse-keeper and call his attention to it, and he would tell them to rectify it ; and if it were not done then, I should go to the superintendent.

15738. What object is it to the dock company to see that the ship is properly manned ?

They want to get the ship out at a certain time. A broker may say : " I want the ship out at a certain time," and the company have to meet that demand.

15739. Then the contractor undertakes a contract which binds him to get the work done in that time ?

He has to get the ship out in that time.

15740. What business is it then of the dock company to exercise any supervision over him, providing he gets the ship out in proper time ?

Their only concern is that he carried out his contract properly.

15741. As regards the manning of the ship ?

As long as he mans the ship properly, and gets the ship out in proper time, we do not trouble him ; but we know what the contractor is doing in the course of the day, and the warehouse-keeper would gauge his time and say to the contractor, " We have got so long ; and you must put on more gangs to meet the demands of the shipowners, or else the ship will not be out."

15742. Say that a ship begins on Monday and has to be out on Wednesday you would have in your head pretty accurately how many men ought to be employed to do it ?

We would know, according to the number of tons, the gangs we should require.

15743. And I understand from you that it would be part of your duty to see that the contractor was employing that number of men ?

No.

15744. Then what do you mean by seeing to the ship being properly manned ?

The warehouse-keeper would see that the ship was being properly manned according to the tonnage that was being done.

15745. Do

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Mr. IRONMONGER.

[Continued.]

15745. Do you not mean by "properly manned" that a sufficient number of men are employed on the ships?

Just so, according to the number of tons there are, the warehouse-keeper can tell what time he is going to do the ship out; and if he can calculate it out he will say to the shipworker or contractor, "You will not get your ship out in such and such a time, and we are bound to get her out in such a time, you had better get more purchases." We do not trouble him as to how many hands he has.

15746. You say that the warehouse keeper would go to the contractor and say, "You will not get your ship out in time, and you must get your ship out in time and you had better put on more purchases;" but you say you do not interfere with the number of his men?

We do not interfere with the number of his men as long as he puts on men enough.

15747. He may employ as many as he chooses, but you insist that he shall employ enough?

Yes.

15748. You do not allow him to employ too few?

No.

15749. But if he employs more than are needed, you have no objection?

We shall not grumble.

15750. Then besides that, your duty is to see that the work is done without unnecessary danger to the men, and without damage to the cargo?

Yes.

15751. Is there any bonus at your dock?

None whatever.

15752. Is it any advantage to you to see that ships are got out quickly?

None whatever.

15753. I suppose you are paid by the week?

I am paid a monthly salary.

15754. Would you know whether any of the contract work was sub-let?

No, I should not interfere.

15755. That would be no business of yours?

It would be no business of mine; I have never heard of it.

15756. *Earl Brownlow.*] If a man has any complaint against the contractor, can he come to you and make the complaint?

I should tell him to go to the warehouse-keeper, if he came to me; the principal of the department.

15757. That is where his appeal would lie?

Yes, with the principal of the department.

15758. And what power has he got?

If it was a case where there was a real grievance, that the man had not his money that he really had worked for, probably the warehouse-keeper would say when he speaks to you about it, "I do not pretend to go into your business; you hire the man, and you pay him." If anything further occurred, he would go direct to the warehouse-keeper.

15759. *Chairman.*] Do you know what occurs if the ship is not got out in the specified time; have they a remedy against the dock company?

Probably the ship may be on demurrage.

15760. Then have they got a remedy against the dock company?

I cannot go into that.

15761. You do not know?

I cannot go into that; I would rather refer you to the superintendent.

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Mr. IRONMONGER.

[Continued.]

15762. That means that you do not know?

No, I do not.

15763. I suppose it is to the advantage of the contractor to employ as few hands as he can, seeing that he pays them by time?

Probably it would be.

15764. But the dock company, through their agent, insist that he shall employ what they consider a sufficient number to get the ship out in the specified time?

Yes.

15765. So that there you may come in conflict with the contractor?

No; if I see anything wrong, I should go to the warehouse-keeper and say, "I have been on board such and such a ship, and it looks to me as if the ship would not be out in proper time"; and then he would go in a moment and see into it.

15766. And then it would become a matter between the contractor and the warehouse-keeper?

Yes.

The Witness is directed to withdraw.

MR. JAMES WELSH, having been re-called; is further Examined,
as follows:

15767. *Chairman.*] DID you hear the evidence that was given by Mr. Beck?

I did.

15768. I presume he is correct in the first place in assuming that the two ships that you were speaking of are the "Adirondack" and the "Adjutant"?

Yes, quite correct.

15769. Do you wish to explain to the Committee anything that you said in your evidence on that point?

I wish to say that when I said incidentally 3,400 tons of cargo, I based my remarks on the ship's clerk's report to me personally.

15770. In which ship was that?

The "Adirondack."

15771. "A steamship came into the south dock some seven or eight years ago, loaded with 26,000 bags of wheat, averaging $2\frac{1}{4}$ cwt. each bag"; that is what you said?

Yes.

15772. What do you want to add to that?

I simply want to say that the 3,400 tons was an incidental remark made based upon the report of the ship's clerk at the time, but which afterwards I have qualified; in fact, I have modified the statement by saying " $2\frac{1}{4}$ cwt. each bag;" $2\frac{1}{2}$ cwt. was the estimate by the clerk, besides 150 tons of cargo in the ship, of other goods.

15773. I do not see that in your former evidence you said anything about the tonnage?

In answer to Question 13008 I mentioned the tonnage.

15774. Yes; I see you said, "The lowest rate at that particular time we were under the impression was 6 *d.* a ton for landing. Now at the rate of 6 *d.* a ton for landing 3,400 tons of cargo," and so on. So that you estimated that the ship carried 3,400 tons of cargo in these 26,000 bags?

Yes.

15775. At

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MR. WELSH.

[Continued.]

15775. At the rate you mentioned, $2\frac{1}{4}$ cwt. each bag, it would come to that?

No; but the "3,400 tons of cargo" statement was from the ship's clerk, given to me at the time; he estimated the bags at $2\frac{1}{2}$ cwt., and taking into connection with that 150 tons of other cargo it would make 3,400 tons; but I have since modified that, and in order to be below the estimate, and to be perfectly correct, I have said, " $2\frac{1}{4}$ cwt. each bag," leaving out also the 150 tons of cargo. I am perfectly surprised to think that Mr. Beck should say 2,600 tons of cargo, which would make his bags only 2 cwt. each, leaving out the 150 tons besides. But in reference to the "Adjutant," I think, if Mr. Beck would only go back to the voyage of the "Adjutant" previous to that which he states when it went 1 s. a day per man, he will find that it was 2 s. per day, because it was a cargo similar to that of the "Adirondack."

15776. You were, therefore, comparing the "Adirondack" with a voyage of the year before of the "Adjutant"?

With the voyage the year before of the "Adjutant."

15777. When the two cargoes were the same?

The last cargo of the "Adjutant," previous to the "Adirondack" coming in, did not consign a uniform cargo; but I referred to a uniform cargo of the "Adjutant" similar to that of the "Adirondack."

15778. Then what you mean is, that Mr. Beck misunderstood your evidence; that in comparing the "Adjutant" with the "Adirondack," as he did, he was not comparing it the way you had done; that he was referring to a time when the two ships were discharging together, or nearly together; and you were alluding to the discharge of the "Adjutant" the year before?

Yes.

15779. And you contend that you were correct in your evidence?

I consider that I was correct in my evidence in reference to the cargo of the "Adjutant;" it was 2 s. a day balance given; and I think if Mr. Beck is so particular in referring to the two ships that I referred to, eight years ago, he ought to have known, in fact I believe he does know, that the "Adjutant" did contain a uniform cargo similar to the "Adirondack," and that it paid 2 s. a day to the men. I was only speaking to a man this morning about it, and we had a thorough conversation about it, and he has notes in connection with it.

15780. Then Mr. Beck told us in his evidence that the "Adirondack" was worked out in two days, and that the "Adjutant" was worked out in four days; that would not be correct, according to you, because you were not alluding to that voyage of the "Adjutant" at all?

No.

15781. Is there anything further that you want to say on that point?

Not on that point; but I wish to refer generally to the evidence given on the dock companies' side.

15782. Is there anything you wish to say about your own evidence; is there any other point you want to clear up with regard to your own evidence?

No.

15783. What more do you want to say?

I wish to say that, having been a dock labourer for 16 or 17 years, I am capable of rebutting much that has been said on the dock companies' side, because I believe there has been a general impression formed, or attempted to be formed, that we outsiders are no good. Now, I want to show that the working of the dock generally manufactures outsiders, and that what are outsiders to some are not outsiders to others, as, for example, in the case of that ship that I referred to. If on that particular occasion I were an outsider to the Millwall Dock, or the Albert Dock, or the Victoria Dock, I could not possibly be so in reference to this job of the "Adirondack," and the "Adirondack" occupied the attention of all the "royals" of that dock at that time; every man

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Mr. WELSH.

[Continued.]

on that job was a "royal," and I would challenge Mr. Hovey and Mr. Maltby to bring a similar instance of work done in a given space of time by the same number of men. I therefore say that I am as good as any man that they have got, and yet I should have to be an outsider if seeking a job of them. Therefore I say that they are not qualified to judge as to who are outsiders and who are capable; they are only confined to a limited experience of their own as they pick up men, and the men follow them up. I have often gone to the Victoria Dock, and frequently stood before Mr. Hudson, of the Albert Dock; but I have never been chosen by him. But it does not follow that I was not capable as well as the others, and it is the case with hundreds of men besides. There are hundreds of men looked upon as "wasters" or outsiders who are really capable men, and who could do anything that they are called upon to do, whether marking, working hydraulics, working the ships, or what not; and yet because they are not known they are outsiders, and looked upon as despicable by such men as Mr. Hovey and Mr. Maltby.

15784. You mean that those people who have been called "outsiders" or "casuals" are in many cases as competent men and as good men as the "preference" men, or men who are in pretty constant work?

Yes; in many cases.

15785. And that they are not put in the class of casuals because they are incompetent, but either because they have not had good luck, or because from some other cause they do not happen to have been chosen?

Yes. I think you will find in Mr. Maltby's evidence that when he was asked what he would do in the event of requiring more hands after having taken on his own quantity, he said he would stop the ship. I deny that. I believe Mr. Maltby, like everybody else, has his busy time when he has to take on certain men over and above the quantity that follow him up; and they really do have to take these men that they call outsiders, and in many instances they turn out to be as competent as the men who follow them up generally.

15786. Is there any other point you wish to mention?

I would like to say something in reference to Mr. Hudson's evidence. He says he uses so many down the hold, and he expects that crane to be kept going. That is a fact, in which is contained much meaning, for though he says that if eight men will not do a dozen must be employed, and he would take on a dozen men extra beyond his given quantity, yet it is only very seldom that such a thing occurs. These men are forced by circumstances to do it, or else the opportunity is given of an excuse to the contractor not to look to them again. The men are really striving against each other to do the utmost they can to please the foreman or the contractor; so much so that there is a pressure in that sense put upon the men that there is really no limit to the speed that is required of them.

15787. That is owing to the competition among themselves to get work?

That is owing to the competition, and the contractors know this so well that they have a perfect selection of men every time that they require them. The quay is often crowded with men, hundreds waiting for a job, every one of whom is competent to do the work if required, but, not being wanted, does not do it. All that is to the advantage of the contractor; the contractor, therefore, can actually set his terms for the speediest men, and those who do not care to do it must put up with the consequences. That is the meaning of the privilege of the turn of work for the very best men. The best men! I say that they are the greatest crawlers (in my humble way of expressing it), and the most contemptible men, capable of doing any dirty thing which the contractor requires of them; they are the men that have the privilege.

15788. Earl of Derby.] What you mean is, that the most subservient men are not always the best workers, though they may be chosen by the contractor?

Yes.

15789. I suppose

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Mr. WELSH.

[Continued.]

15789. I suppose you do not dispute the right of the contractor to choose?

I cannot dispute the right; yet it seems such a serious and sad state of things that such is required, that dock companies do not employ men in the ordinary manner, by which everybody has an opportunity to live, without employing a contractor who shall set one man against another, in order to get a bit of bread.

15790. But under any system, contract or no contract, if you have 30 men wanting work, and only 10 required to do it, will they not compete one against the other?

Of course they will; but that competition is inflamed; it is fairly set in action more intensely by the system of contract. I knew the system that existed under the East and West India Dock Company years ago, when a Mr. David Hewetson was contractor, when there was a good understanding existing between master and man, and men really did a fair day's work for their money, and it was satisfactory to all concerned; unfortunately it is only in proportion as the increase of dock labourers has taken place that the necessity of contracting has arisen, because the dock company turn round and say, "At one time we could induce men to do a certain amount of work by giving them a reward for it, a good and handsome 'plus' in return for the labour; but now, in consequence of so many men requiring work, we shall set one man against the others; he shall be the most intolerant amongst them, and he shall do dirty things that we ourselves have not the courage to do; and instead of rewarding the men with plus we can drive them to do it." That is the system of reasoning followed on the part of the dock company.

15791. Does it not all resolve itself into this: that there is too large a number of men wanting employment?

Always. It is growing more intensely as time goes on.

15792. *Chairman.*] The evil, I gather from you, is this: you admit that the competition is very severe; but you think that the competition is rendered more severe than is necessary by the fact that these contractors are employed? Yes.

15793. Is there anything more you wish to say?

There are many things that I desire to say, but they have escaped my memory just now. In reference to Mr. Alexander, of Millwall Dock, I have an instance here which was spoken about to me this morning, where five men, from half-past eight to six p.m., earned 6 s. 1 d. between them; and now, if that is a system which should be tolerated, I think I have done.

15794. That would be an instance of piecework?

That is a system of piecework, a general system which is carried on at the Millwall Dock gate. Mr. Alexander is constantly coming out of that gate, in order to get men to do the work under those conditions; three parts of his work done in those warehouses is done on those conditions. As to his talking about men paid by the day, they are very few in comparison, very few indeed; in fact, it is infinitesimally small, as compared with the number of men he engages on this piecework system. In fact, I was only speaking to a man the other day, who, with five others besides, was taking grain out of these bins that he was referring to, 85 quarters and 275 quarters. It was done in eight hours by five men, and they only got 3½ d. each in excess of the ordinary day's money that they would have otherwise received as payment by the day; that is, 3 s. 7½ d. a man.

15795. You have mentioned two or three times, I think, that you have been talking to other men, and they have told you so-and-so; that other men have said this, that, and the other. Have you any idea why those men do not come here and say it themselves?

That reminds me to say that, unfortunately, I have laboured the last fortnight to try and induce these men to come here, but they will not; and it is

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Mr. WELSH.

[Continued.]

well known to these contractors, and it gives them the courage to speak these things which I say, emphatically, are untrue. These men are constantly telling me their grievances, and yet they have not the courage to come up, simply because they are perfectly demoralised by the system under which they are working; they are afraid of the consequences. It is all very well talking about appealing to these men; you might as well appeal to a stone wall; they have hearts of stone, and the men are banded about from pillar to post; there is no real satisfaction given by one or the other.

15796. Of course you understand that it is more satisfactory to the Committee to hear from the witnesses themselves facts which you say you have learnt from other people; it is not the same class of evidence if given hearsay as if given by those who make the statements?

I myself can give an instance; and as Mr. Ironmonger, the labour-master, is here, it may bring facts to the front. One Saturday afternoon a barge of wheat was to be discharged; ever since dinner-time a gang of us men who have followed up that place, frequently waited for this job to take place; it was purposely put off until two o'clock, the very latest time that it was possible to do that barge, before they took on the men. These men were hanging about the quay in order to get the job. Fourteen men were engaged when it was started, and they actually paid 3*d.* less than the 1*s.* that we earned to each man. I was the only man on that occasion who spoke; I said to the men, "Are you going to stand this; are you not going to appeal against this? if this system is carried on what will it come to?" I induced the men to come with me to the warehouse-keeper, Mr. Naylor; and we went to the warehouse-keeper; this was sub-contract work immediately under the ordinary contractor of the granaries, and Mr. Naylor said, "You must go to the contractor; I have nothing to do with the sub-contracts; whatever grievances you have he must deal with them." Whilst I was talking with Mr. Naylor about this, one of his officials ran round to the back of the granaries, and told Mr. Stone, the contractor, what was going on, so that when I went to him he accused me of talking to the warehouse-keeper; and from that day to this I have not been able to get a day's work at the granaries. It is all very well talking about appealing. Dock labourers know too well what will be the consequences, and, therefore, they do not appeal or complain; they are afraid of anything that may occur that will injure them; consequently this sad collapse has occurred. I say it is a collapse. I believe I could have brought valuable evidence before this Commission if the men would only have had the courage to come forward.

15797. You think that they are afraid of the consequences?

They are afraid of the consequences. It is so well known by the dock authorities that it must affect what they say; and really I cannot wonder at the courage displayed in stating untruths.

15798. Is there anything else that you wish to say?

I have nothing more to say except that I consider that we are here appealing for a chance to live; and I really think that we have no mercy shown by the dock officials or that particular class that they represent. There is really no hope unless something occurs from this Committee on our behalf; and if men have not the courage to come forward and appeal on their own behalf I would gladly accept the position of representing them. I really appeal on their behalf; I know their case; I know they are much misrepresented; and they would be really extirpated, I believe, were it not for the courage displayed by a few of us; and I really hope that some good result will come from this Commission.

15799. *Chairman.*] You said just now that you had some other points which you wanted to mention, but that you had forgotten them. I want you to understand that the object of the Committee is to get at the facts and the truth of things; and if you think of anything pertinent to this Inquiry, and let the Committee know, they will be glad to hear it from you at any time, though of course they do not wish their time taken up by what is of no practical value?

15800. Lord

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Mr. WELSH.

[Continued.]

15800. Lord *Monkswell*.] You say it was a case of sub-contract where the men got done out of 3 *d.* in 1 *s.*?

Yes; sub-contract in the granaries.

15801. They had agreed, I suppose, to do it for that?

The usual money is 6 *d.* per hour from sub-contractors, only they compressed the amount of work into a few given hours, so that what would otherwise take six or seven hours, they caused to be done in two or three.

15802. You mean that drove the men very hard, and made them work a great deal harder than they expected to work?

Yes.

15803. And you had nobody to complain to about it?

I complained to the warehouse-keeper, and he told me to go to the contractor, and when I went to him he blamed me for going to the warehouse-keeper; and I have never got a day's work there again.

15804. If you had gone first to the contractor, what do you suppose would have been the result?

A similar result.

15805. That he would have said you ought to have gone to the warehouse-keeper?

It is a sin if we complain.

15806. The complaint against you was that you went to the wrong man, apparently?

I do not think I should have had any greater satisfaction if I had gone to the contractor first; in fact I know that in many instances; it was a very plausible excuse (I had not the least doubt of that) on the part of the contractor that I went to the wrong man.

15807. The contractors consider that you ought to go to them in the first place, before complaining to the warehouse-keeper; that would be the natural course of things, would it not?

Knowing the characteristic of the contractor generally, I know that there was no justice to be obtained from him; the higher we go the often the greater the justice we obtain; consequently, it is far better to go to the fountain head in all matters of this description.

The Witness is directed to withdraw.

Ordered, That this Committee be adjourned to Thursday next,
Eleven o'clock.

Die Jovis, 6° Decembris, 1888.

L O R D S P R E S E N T :

Earl BROWNLOW.

Viscount GORDON (*Earl of Aberdeen*).

Lord CLIFFORD OF CHUDLEIGH.

Lord FOXFORD (*Earl of Limerick*).Lord KENRY (*Earl of Dunraven and Mount-Earl*).

Lord SANDHURST.

Lord MONKSWELL.

Lord THRING.

LORD KENRY (EARL OF DUNRAVEN AND MOUNT-EARL), IN THE CHAIR.

MR. ARNOLD WHITE, having been re-called ; is further Examined, as follows :

15808. *Chairman.*] AT the commencement of the investigations of the Committee you gave us some evidence as regards Chatham ; it is a long time ago, but I think I shall be correct in saying that it was to the effect that in making up the clothing at the Marine Barracks the women who make up the clothing are not paid the full amount of the prices which are settled by the Admiralty ; and later on I see, at Question 4663, I asked you whether you proposed “to go into any other branches of the subject,” the subject being the sweating in Government Departments ; and in answer to that you say, “I have collected evidence and witnesses with regard to Chatham and other Government work ; but I am obliged, as your Lordship knows, to leave for South Africa next week, and I will place in the hands of the Committee the whole of the evidence I have collected, and the names of the witnesses, but I shall not be able to conduct the thing myself.” Are you prepared now to go any further into this question of the clothing at Chatham ?

I am ; but I should prefer, if allowed to do so, to quote the exact words that I used in preference to the words used by your Lordship.

15809. Do you mean the words that I have just quoted now ?

No ; I mean your Lordship’s own words. In reply to Question 1334 I said : “The only fact that I have stated at present is the one that I have committed myself to, namely, that the women sign for their money without having the total amount to be paid to each worker inserted on the sheet before they sign ; in other words, the women work at these low rates that I have read out, in ignorance of what money is paid by the Admiralty for their work.” I do not in that answer say that the women are not paid the full amount ; but I say, “Now it is not surprising when that is the case, that there is an allegation of difference between the amount that they receive and the amount that they are said to be paid.” In order to substantiate that, it was my desire to bring up a certain number of the women——

15810. One moment ; I would like to know what you meant, because you say, “In other words, the women work at these low rates that I have read out in ignorance of what money is paid by the Admiralty for their work” ; do you mean that the rates that they work for are lower than the Admiralty rates ?

That they alleged that the wages that they worked for were lower than the Admiralty rates, a copy of which I have, and that the Admiralty rates were
(50.)

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Mr. WHITE.

[Continued.]

not fixed up in any public place, and as evidence I am about to call will show your Lordships, that the women were at that time in ignorance of what money was paid by the Admiralty for their work.

15811. I would only point out to you that there is no allegation of fraud there. The allegation you made, as I understand at that time, was that the women worked at lower rates than the rates fixed by the Admiralty?

Yes; and it is evidence in support of that which I produce to-day. There are two classes of evidence which would prove that allegation: the first would be that of the women themselves; but I would point out that the only guarantee permitted by the Committee is that of a days' expenses, and that the loss of their situations would not be compensated by the days' expenses and the days' pay. Now, I am not prepared at the present stage, eight months after the statement, to guarantee these women myself; but I will produce a friend, and two other witnesses, who, separately from myself, made investigations, and saw the women; and I think it will be shown that the statements made by the women to these investigators corroborate one another in every particular. That is the evidence that I would propose to call.

15812. Lord *Thring*.] You propose to call secondary evidence to prove that the women were in ignorance; what inference do you draw from the fact that the women were in ignorance; because the mere statement of the fact that a person works in ignorance of the wages she should receive, and that she afterwards receives wages without complaint, does not appear to me to be a charge at all.

These women have stated to four separate people that they received certain prices, which have been already made by me in reply to Question 1335; and the Admiralty rates will be put in, showing the discrepancy which I have alleged.

15813. Do you propose to prove that a woman has received lower wages than she ought to have received according to the Admiralty scale?

Yes.

15814. And that that has been occasioned by the fraud of somebody?

Yes; that is, practically, my position.

15815. That is not the same thing as a mere allegation that a woman is ignorant of the rate of wage she should receive?

If your Lordship will look at the top of page 129 you will see what was stated by me as regards the wages there.

15816. What is the exact nature of the charge you are going to make against the Admiralty officer; is it this, that he appropriated to himself money which he ought to have paid to the women?

The charge has been made.

15817. Is that the charge which you are prepared to make?

The charge I make has been read over again; I have already made it. I am not prepared to vary that, but to support it.

15818. What you stated to us was that you were prepared to prove that the women worked in ignorance of the rate of wage they ought to receive?

I am about to do that.

15819. I want to know whether the inference you draw is, that by reason of that ignorance money that ought to have been paid to them was misappropriated by an Admiralty officer, or somebody in the pay of the Admiralty?

I do.

15820. Then I think you must give direct evidence of that. That is a matter for the Committee to decide, of course; but, as I understand, you are going to give secondary evidence as to the ignorance of the women of the rate of wages they ought to receive?

Not only as to the ignorance of the women, but as to the prices paid to them.

15821. And

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Mr. WHITE.

[Continued.]

15821. And to prove further that somehow or other, between the Admiralty and the women, some money had been mi-appropriated?

I take it so.

15822. *Chairman.*] This arises from your having taken exception to the words I used in my first question; you objected to that way of putting it, but, as I understand now, that is what you propose to prove that in making up the clothing of the marine barracks at Chatham, the women were not paid the full amount of the prices settled by the Admiralty?

I prefer to use my own words.

15823. Lord *Thring.*] The question is, do you charge embezzlement (or you may use any term of law you like) against some officer or *employé* of the Admiralty?

I do.

15824. Then do you propose to give only secondary evidence of that embezzlement?

I do. If your Lordships will guarantee the women against the consequences of dismissal, I have no doubt that we can give primary evidence; but nearly eight months have passed since I was prepared to do that.

15825. And you only propose to give secondary evidence?

Yes; but if your Lordships will guarantee them against the consequences of dismissal, I can give primary evidence.

15826. *Chairman.*] The nature of the secondary evidence, as I understand you, is three witnesses?

Three witnesses.

15827. Who have examined into the matter themselves

Who have examined into the matter themselves.

15828. Let me clearly understand about this matter of embezzlement; are we to understand that you make a charge of embezzlement against some person?

I cannot say who the individual is.

15829. Or merely that you wish to prove that these women did not receive the money that they ought to have received?

Yes, that is it.

15830. Lord *Thring.*] You are charging that money has been misappropriated by somebody without showing us the criminal; you say that you are not prepared to show the criminal, but you are prepared to show that the crime has been committed?

Yes.

15831. Do I not understand you rightly, that you charge somebody with embezzlement?

Before being asked that question I should very much like to understand exactly what embezzlement is under the law; if your Lordships do not mind telling me, I will answer your question.

15832. Supposing I receive money from the Admiralty which I ought to pay to you as a worker, and I appropriate it to my own use, I embezzle that money, or a portion of it, as the case may be; that is what I mean?

Quite so; I am obliged to your Lordship for the explanation. I do not know that the money has been appropriated by a person; what I allege is that it does not reach the worker; I do not know what becomes of it; it may have been spent for some philanthropic purpose for all I know.

15833. Or it may have been carried to another account for anything you know?

Yes.

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Mr. WHITE.

[Continued.]

15834. *Chairman.*] What you put before us and what you wish to substantiate is the fact, as you allege, that the women who do the work do not get the money they are entitled to receive?

That they did not up to the time of my visit.

15835. Lord *Thring.*] "Entitled to receive;" are you prepared to prove that, that they were entitled to receive it?

This is my answer; I put in the scale of prices for workers; if that is what they were entitled to receive, I am prepared to prove it; if it is not what they were entitled to receive, I am not prepared to prove it.

15836. *Chairman.*] I will put it in another way: you wish to prove that up to the time of your visit the women did not receive the prices put in the Admiralty schedule or statement of prices?

On some articles; that is so.

15837. And to prove that, you desire to bring in evidence three persons who have looked into the matter on the spot, do you not; you do not bring forward any of the persons directly interested, because you say that you would not feel yourself justified in asking women to come forward unless you could guarantee them against loss?

I promised not to bring them forward unless they were guaranteed.

15838. Lord *Monkswell.*] I suppose your allegation is that no women receive the whole amount; not that some women are sweated by other women?

No.

15839. I mean to say you allege that the Admiralty themselves might have paid the money, but that the person who did the work did not get it; not that the Admiralty themselves never paid the money?

Yes, that is it practically; in the case of some women.

The Committee Room is cleared.

After a short time the public are re-admitted.

15840. *Chairman.*] The Committee have considered the nature of the evidence which you propose to bring forward and have come to the conclusion that if you desire to substantiate what you said, to the effect that the women were in ignorance of the Admiralty prices, and that for some reason or other the full amount of the Admiralty prices did not reach them, they will take the evidence; but if you want to bring a specific charge of embezzlement against any individual they could only take that on primary evidence?

Very good, my Lord.

15841. Then I understand what you wish to do is to substantiate these two facts: that the women were in ignorance; and that the proper amount of money, according to the Admiralty scale, did not reach them?

Yes. May I have your Lordship's permission to say something that affects me personally in reference to matters contained in this Blue Book? I shall not raise any contentious matter, and I shall speak with great moderation.

15842. Will you say what it is?

I have suffered great prejudice by reports that have been spread (in consequence of what has appeared in this Blue Book) that when I left London on the 21st of June last I had absconded in consequence of statements to which I had committed myself in reference to sweating in the cabinet trade. All I wish to point out respectfully to your Lordships is that I not only gave public notice in April that I had to visit South Africa on semi-public work in connection with the foundation of colonies there; but a member of your Lordship's House, the Earl of Meath, held my power of attorney. In addition to that, with reference to the charges of perjury and conspiracy which have been freely used, though not connected with myself specifically by name, I wish to say publicly that I take the responsibility of my acts and words, and am here to receive

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Mr. WHITE.

[Continued.]

receive any attack on that ground of perjury and conspiracy. There is a Public Prosecutor, and if he issues his fiat, on the ground of perjury, I shall not run away; I am here. But, on the other hand, if no charge of perjury is brought against me, and none has yet been brought, your Lordships will draw your inference.

15843. What you mean is, that you wish to tell us now what you told us before you left, that you were obliged to go, and that you had given your power of attorney to the Earl of Meath to attend to any business for you in connection with these matters in your absence?

Just so. Then I want permission to state that it has been alleged against me that my action in reference to the sweating in the cabinet trade was the result of a political animus or trade jealousy. I wish to say that, politically, I am in accord with the Member for Dulwich, that at the time I gave my evidence, and for some time previously, I was a member of the Liberal Unionist Association, and that, therefore, the charge of endeavouring to obtain the seat for Dulwich falls to the ground.

15844. I must remind you that the Committee had to go into certain questions connected with your evidence unavoidably during your absence, and we do not propose to open those matters again?

Quite so; I understand that fully.

15845. We cannot allow you now to go into an explanation which would necessitate opening up the whole matter again?

Quite so.

Lord Sandhurst.] I may state in fairness to the witness, with reference to his absence in South Africa, that I knew perfectly well before the inquiry commenced that he was under engagement to go to South Africa.

Witness.] I thank your Lordship.

15846. Chairman.] Have you anything further to say about this Chatham case?

I have nothing more to say about the Chatham case.

15847. I wish to call your attention to your answer to Question 1804. What you say there, after stating that the Court of Inquiry was ordered before your evidence was given, is this: "The only comment I wish to make on that was that I gave my evidence at 20 minutes to three; and that the counts of the indictment which formed the reference to this Court of Inquiry were actually in writing before I gave my evidence." You gave your evidence on the 20th of April, and the Court sat on the 21st; but you say that the indictment was drawn up before your evidence was given?

Before it was printed. I was told that it was actually before it was given.

15848. Do you wish us to infer that the inquiry was not held in consequence of the investigations you had been making?

No; the inquiry I understand was held in consequence of the investigations I had been making, but was not held with my statement made before the House of Lords before them.

15849. Then I may take it now that you adhere to the accuracy of what you have stated before on the subject?

Yes.

The Witness is directed to withdraw.

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MISS ISABEL MARGARET ENTWISLE, is called in, and having been sworn, is Examined, as follows :

15850. *Chairman.*] You have been down to Chatham, have you not, to inquire into the way in which these women are paid ?

Yes ; I went down on the 7th of April.

15851. Did you go of your own initiative, or for Mr. White ?

I went at Mr. White's request.

15852. And did you see and talk with the women employed ?

Yes ; I saw a good number of women, and talked to them in their houses.

15853. How many do you suppose you talked to ?

About eight.

15854. And these women are employed, or were then employed, by the master tailor at Chatham ?

At the Marine Barracks.

15855. Have you any idea how many women are employed there ?

No.

15856. Then, did you make a report of the result of your investigations to Mr. Arnold White ?

I did.

15857. Can you give that to the Committee ?

No ; because it contains the names of the women.

15858. But could you give it to us without the names ?

I suppose there is no objection to that. I should have to re-write it.

15859. It appears to me that that would be the convenient way of enabling the Committee to understand what the result of your investigations was ; if you could do it in any other way you might ?

I could re-write it, or I could tell you now all that is in it ; I have got it here.

15860. Will you give us the result of your inquiries ?

Am I to tell you what the women said to me ?

15861. Yes, please ?

I went down to these women, who were employed on needlework given out from the Marine Barracks. The first woman I saw made long flannel coats for the hospital at 1 s. 3 d. apiece, and she could barely do one in a day ; bed-ticks at 1 s. 4 d. a dozen ; sailors' blue shirts at 4½ d. each ; and grey woollen marine shirts, 5 d. She was supplied with cotton and thread, and she worked 11 hours a day and made about 5 s. a week. The next woman was a widow of a marine ; she made grey woollen shirts at 5 d. each ; serges for the Navy, 1 s. 2 d. each (she was formerly paid 1 s. 3 d. for these) ; pillow slips at 11 d., which two years ago she got 1 s. for. The next was a very poor old widow, living in a wretched house ; she made pillow-cases with tapes at 1 s. a dozen, 10 d. a dozen without tapes ; huckaback towels at 4½ d. a dozen ; small sheets at 9 d. a dozen ; large sheets at 11 d. The sheets were very heavy, and, as she was old and feeble, she could not carry two dozen from the barracks to her house, and had to employ a woman to help her. She made 4 s. a week.

15862. You spoke of one woman making 5 s. a day ?

The woman made 5 s. a week ; she was robust and able to work, and the other was a poor and wretched woman.

15863. *Earl Brownlow.*] Did she state what she gave to the woman who helped her ?

No.

15864. Lord

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Miss ENTWISLE.

[Continued.]

15864. Lord *Thring*.] After paying the woman that helped her she netted 4 s. a week?

Yes, I suppose that would be so; I infer that; I did not ask the question.

15865. (*Chairman*.) Would you like to read us any more from your report; have you done giving us the list of prices?

No; they all have the prices stated. The next was a tailoress, a widow; she finished blue cloth trousers from the machine, 7 d. a-piece, and serge tunics at the same price; she and her daughter and her daughter-in-law finished four pairs a day. If they had had sufficient work they would have finished six pairs; they only got enough work to make 9 s. a week. She had worked 20 years at this work, and had bought two machines; but they were comparatively idle then, as the machine work had been given to other women. The wife of a marine made sailors' shirts at 4½ d. each. Formerly these shirts had not the shoulder-pieces or front bands machined on when given out, and then she was paid 7 d. They one and all declared that they were never shown the Government List. The women had to sign a paper to show the work they had to do, but not the amounts that they received, which were never mentioned in their papers.

15866. The amount of money or the amount of work, do you mean?

They never mentioned the money in the papers; the amount was not mentioned. They all declared that they had to wait often two and three hours for work and for payment; and if they made any complaints their names would be posted on the barrack gates, and the sentry instructed not to admit them.

15867. Do you know what the Government price for the work is?

No.

15868. You do not know whether the prices you have read out to us are less than the Government prices, or not?

Yes, in this way I know; that I have read about it. I could not quote to you the prices straight off; but they are nearly all under the price.

15869. You believe them to be so, but you cannot tell us for certain, because you have not got the Government prices to compare them with?

No; but it has been confirmed by inquiry since.

15870. Have you read what Mr. Arnold White said about the prices?

Yes; that was taken from my report, which he confirmed by a visit himself.

15871. And these women all work in their own homes?

They work in their own homes.

15872. Do you know what the process is; how they get the work out?

They go up to the barracks to get it on a certain day.

15873. And they get a certain amount of work with a ticket specifying the amount?

I do not know that.

15874. Then they take it home; if they do all the work at home, where should the Government rate of prices be put up for them to see?

At the barracks.

15875. And they say it is not in the barracks?

They say that it was not at that date.

15876. Do you know whether they had ever asked to see the Government prices?

It is difficult for me to remember. They were ignorant of the prices.

15877. I think you said that they received no statement of the amount of money that they were to have?

They signed lists without the amount being put in.

15878. They signed a receipt for the money, with the amount in blank?

They signed for the work without the amount that they ought to receive.

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Miss ENTWISLE.

[Continued.]

15879. Lord *Thring*.] Could you produce one of the papers which they signed?

No.

15880. *Chairman*.] Do you know whether any of these women have ever complained?

If they made complaints they said they had their names posted at the barracks.

15881. Whom would they complain to; the commandant?

I do not fancy they saw the commandant; I suppose they would complain to whoever gave them the work.

15882. Do you know at all how the master tailor is supervised?

No; I did not go to the barracks at all.

15883. You do not know whether it is any officer's business to inquire of these women if they have got any complaint to make or not?

I do not know.

15884. I think you mentioned once or twice that the women used to be paid better prices?

So they told me.

15885. Did you gather from them that they thought that the Admiralty price had been diminished, or merely that they did not get the full amount?

They said that there were two prices; that they had got more.

15886. You mentioned one woman who had the machine work taken away from her?

Yes.

15887. Do you know why?

No; she had been in work 20 years; but the machine work had been recently taken away from her.

15888. I suppose some of these women do one kind of work, and some another; some work at the machining, and some at the finishing, and so on, do they not?

Some have not got machines.

15889. What I want to find out from you is whether it is the case that some of these women do one kind of work upon the garment, and then it goes on to another woman to have another portion of the work done upon it?

No; some of the women are given inferior sorts of work, that cannot do the fine work. For instance, the old woman I mentioned to you, she only got the sheets and towels; she did not get any of the shirts.

15890. Let us take a shirt; would a shirt be given out to one woman, and would she do the whole of it?

Originally she did; but now she does not. I had one woman who stated to me that the shoulder pieces and front bands were sent to her machined.

15891. So that that shirt would have been in the hands of, at any rate, two women?

Yes.

15892. Do you know whether the woman who brought the shirt in would, theoretically, receive the whole of the money?

Now she receives $4\frac{1}{2}$ d.; formerly she received 7 d.

15893. She received 7 d. when she did more work?

Yes; when she had the bands to do.

15894. And $4\frac{1}{2}$ d. since the machining of the bands was taken away from her?

Yes.

15895. Lord

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MISS ENTWISLE.

[Continued.]

15895. Lord *Thring*.] Did the women leave in your mind the impression that they had been cheated?

They did not think that they were fairly treated.

15896. Did they think that they were cheated; in other words, did they think that money was kept back from them which they ought to have had?

They were suspicious of that, because they did not see the list.

15897. But did they produce the impression in your mind that they thought (not to mince words) that they were cheated?

Yes, I think they did.

15898. Lord *Sandhurst*.] Did I understand you rightly that some lists were put up somewhere?

No; they never told me that they had seen any.

15899. Then it is possible that the lists might have been put up in the tailors' shops, or wherever it was, and that possibly they were not admitted into that tailors' shop?

Then they would have been useless to them.

15900. Then, as regards the posting of the women's names on the barrack gates; have you any idea by whose order that was done?

No, not by whose order. The sentry did it; the sentry had instructions, they told me not to admit them if their names were posted on the gate.

15901. Do you know if any of these poor women have any other work; for instance, officers' washing, or anything of that sort?

No, I do not know; I did not ask the question.

15902. And did you hear of any cases of payment for the work being reduced because of its being brought in late?

Yes, I did; I cannot at the moment tell you which woman told me so.

15903. But that certain cases have come under your notice of that description?

Yes; they told me themselves that reductions were made if things were brought in late.

15904. Lord *Monkswell*.] You did not give evidence at this inquiry that took place on the 21st of April?

No.

15905. Did any of the women you saw give evidence. It was before the inquiry that you saw them; perhaps you do not know whether they intended to give evidence at the inquiry?

I do not think they knew anything about the inquiry then.

15906. Do you understand whether all these women were paid direct by the master tailor, or were any of them employed by other women to whom the work was given out?

I understand they all got the work at the barracks and were paid at the barracks.

15907. And none of them received their work from other women?

No.

15908. *Chairman*.] I gather that the reason why you do not wish the women's names to be mentioned is the same reason as Mr. Arnold White gave for not asking them to come and give evidence, that the women would be afraid of losing their work?

Yes. They told me these things under the pledge of secrecy, because it would be against them if it was known.

The Witness is directed to withdraw.

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MR. THOMAS JOHN HENRY ELGER, is called in ; and having been sworn, is Examined, as follows :

15909. *Chairman.*] WHAT is your business ?

I am a Solicitor's Clerk.

15910. Were you sent down to Chatham at the instance of Mr. White ?

Yes ; it was referred to me and to my colleague, Mr. Braid, who will succeed me in the examination.

15911. And you went down to make investigations on this point now before the Committee ?

Generally.

15912. Did you make any report ?

Yes ; I made a report of the information that I obtained.

15913. Earl of *Limerick.*] When did you go down ?

On the 9th of June last.

15914. *Chairman.*] Have you heard the list of prices read out by the last witness ?

I have.

15915. Can you tell the Committee whether they are correct or not ?

As to the shirts, they are correct. I may say that with regard to the other articles mentioned by the last witness, I was unable to get any prices. I was met throughout by the people whom I visited with great difficulty ; they would not answer any inquiries I had to make. Although they did not know that I came from Mr. Arnold White, still they feared that if they disclosed anything it might get to the ears of the master tailor, who would deprive them of any further work.

15916. You mean that they declined to answer your questions on that ground ?

That was so ; but I managed to get from those I did visit that the price given to them by the master tailor for shirts was $4\frac{1}{2}$ d. ; that was the highest price I could get.

15917. That was the only article you got a price for ?

One woman, the first one I saw, was the wife of a pensioner and officer's servant ; she personally evinced a very strong animus against the master tailor ; and I think, but for the fact that her husband was within a few months of completing his full term of service, would have given very valuable evidence to your Lordships ; but her husband was present at the time of my interview, and he, to a great extent, stopped her from making any statement to me. She, however, did tell me that the last work she did for the master tailor was to make eight duck-jumpers ; she took them to the master tailor and he gave her 2 s. ; she told him that the price for the eight duck-jumpers should be 4 s. He remonstrated with her and told her to retire. She declined to do so, and said she should wait until she got the 4 s. After waiting some time, and holding converse with various other women who came up, the master tailor gave her the 4 s., and she retired. From that time she had never had any work from the master tailor. She had previously made shirts ; she did not remember the price she got for them, but it was in the days when the entire shirt was given to them, machinery included ; she had not a machine of her own, but she used to give out the machining, for which she paid a penny for each shirt ; but she kept no account, and she could not say from recollection what she did get. As a matter of fact, I do not think she was disposed to tell me, for the reasons I have before stated. She had seen the machine work which was done under the superintendence of the master tailor, and in many instances she considered it was scandalous. Not only was the machine work improperly done, but the quantity of material in the garment was so skimmed that,

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Mr. ELGER.

[*Continued.*

that, in the case of men's shirts, the shirts were only boys'. I think that is all that I got from the first woman I visited. The next woman I saw was the wife of a serjeant pensioner. She told me that she had worked under various master tailors, running over a period of 24 years; she was a shirt maker, and until six weeks previously to my seeing her had constantly been employed by the master tailor. She was at first engaged to make shirts throughout, and under the advice of the previous master tailor she had purchased a machine, because she thought it was a safe thing; but now the machining was given out to one or two women, and she got none of the machining; and the price she received for making shirts, or rather for finishing them, was $4\frac{1}{2}$ d.; she had previously been paid, when she did the machining, 7 d.

15918. Do you know what they get paid for machining?

No, I do not. With the aid of her daughter, she told me, she could finish eight shirts in two days, earning at the rate of 9 d. per day.

15919. Perhaps you had better give the Committee any general evidence that you wish to give. I do not know that it is necessary to go into detail as to the particular cases?

There were two complaints raised by the last person I visited. One was that the machining was given to one or two women; she, as a matter of fact, knew that those two women (there might have been others, but she did not know of them) who had the machine-work, were living in affluent circumstances, so to speak; they dressed well, and apparently they fed well.

15920. What is the complaint; what did the women complain of?

They complained that the machinery was given to one or two women; and secondly——

15921. Do you mean that they complained that too high a price was paid for the machinery?

Not so much that; but that they did not get the machining; that they did not get the whole shirt; because when they had the whole shirt they used to get 7 d. for it.

15922. What I want to get from you is whether the complaint was merely that the work had been divided, or that the value of the work was unfairly divided?

I take it that it would be that it was unfairly divided.

15923. That is what I want to know: whether they objected to the fact that one got the machining, and another the rest of the work, or whether they objected to it on the ground that they got too little for the work that they did, and the machinists too much?

That the machinists were paid more in proportion to what the finishers got.

15924. Did they complain that they did not get the full amount of the Government prices?

No, they did not complain of that; the people whom I visited were perfectly satisfied with the prices they got, because they stated that half a loaf was better than none, and that if they complained it would get to the ears of the master tailor, and they would be deprived of all work.

15925. What I asked you was whether it was a grievance of the women of which they complained to you, that they did not get Government prices?

No; they did not know what they were.

15926. They did not know what the Government prices were?

No.

15927. Earl of *Limerick*.] I think you said that in one case a woman formerly got shirts at 7 d., and then gave them out to be machined by another person for a penny a shirt for the machining?

Yes, that is so.

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Mr. ELGER.

[Continued.]

15928. Is not that rather like sweating; a penny a shirt for machining?

I did not see what portions of the work were machined; but they seemed to consider that that was the general price paid.

15929. *Chairman.*] Have you anything more that you wish to say?

I did get the price for the serge and cloth trousers: one woman received 9 *d.* for serge trousers, finishing serge trousers, and 8 *d.* for cloth trousers; the difference in the price being for the casting over required in the case of the serge trousers.

The Witness is directed to withdraw.

MR. JOHN THOMAS BRAID, is called in; and, having been sworn,
is Examined, as follows:

15930. *Chairman.*] You have also made some inquiries at Chatham?

Yes, to a considerable extent. I was down there two whole days, on the 15th and 16th of May; and I think five, I am not quite certain that it was not six, subsequent days, for a portion of the day, my visits being solely directed to inquiring amongst these women.

15931. Did you visit these women in their own houses?

Yes.

15932. How many?

Altogether, I should think over 40; but there were between 20 and 30 who actually gave me certain information; the others refused to give any information.

15933. Did you find any difficulty in getting the information from them?

A great deal of difficulty. At the time that I went down they were well aware, and they informed me, of the facts which had been stated before your Lordships by Mr. Arnold White; they had also heard, and they stated it to me, that there had been an inquiry at Chatham; and they stated that they did not think they had benefited by the evidence; if they gave any further information it would lead to the work being taken away from Chatham; that that part of the work which the master tailor has under a contract would probably go to other contractors; and that, with regard to that part of it which he took, as I understood as master tailor, the Government would make some arrangement by which it should be done by indoor hands, or something of that sort. That was the impression they had, and the ground on which they refused to give me any information.

15934. They were afraid that any alterations would lead to their being deprived of the work altogether?

Quite so.

15935. What was the result of your investigations?

I spent a large amount of time in conversing with very many of them, and in the course of my conversations with them, and putting the matter before them at great length, I got admissions from them. Taking the instance of the shirts, I found they were distinguished in this way: There was the old pattern and the new pattern. At the time I was down there, and for some time previously, I was informed that they had been working principally upon the old pattern; for that they received 4½ *d.* for finishing. There was no variation in any of the women who gave me evidence as to the price; it was 4½ *d.* in every case.

15936. Was that for doing the whole shirt?

No; for what they called finishing. I made considerable inquiries as to what "finishing" meant, and this is what I found: Originally the shirt was handed out to the women simply cut, and with the materials for making it up; they made it throughout. There was a system by which those who had not a
machine

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Mr. BRAID.

[Continued.]

machine handed the machining portion of the work to other women who had machines; and in every case that was done for a penny per shirt. The machining at the time, and for some time before I went down there, had been done by some persons engaged specially by the master tailor (two ladies, I was told); they received, I was informed, a penny per shirt also. The amount mentioned in the Admiralty list, which has been produced to your Lordships this morning, for this particular shirt is 6 *d.*; the women get 4½ *d.* for "finishing"; the machinist, 1 *d.* for "machining."

15937. Have you seen the Admiralty list?

I have seen it.

15938. And you say, that the price, according to that list, is 6 *d.*?

Yes.

15939. And that the women only get 4½ *d.* for finishing?

Yes; and the machinist a penny.

15940. There is a half penny wrong?

Yes, a half penny wrong in that particular case. The great complaint with regard to the shirts by the women was not as to price, because they did not seem to know what was the price they were entitled to receive; it was as to the amount of work which they did as "finishing." They told me that sometimes they would have a shirt handed out to them with a large portion of what was allowed to be machined, done by machine when they received it from the master tailor's workshop; but in the majority of instances there would only be a portion machined, and generally a very small portion. They instanced it in many cases in this way: sometimes they would have the shirt machined down both sides only; in other instances they would have the shirt in pieces, but the wristbands and the gussets would be machined for them; so that it was very difficult to ascertain what they really did in respect to "finishing."

15941. *Earl Brownlow.*] You mean they would sometimes do more and sometimes less?

Sometimes more and sometimes less.

15942. *Chairman.*] While on that point I will ask you, was the complaint to this effect: That whereas the full amount, the proper amount, of machining was paid for, the proper amount of machining was not done, and that, therefore, though they might be getting the proper price for finishing, they had to do more for that price than was correct; is that what you mean?

Hardly so. They were no parties whatever to the machining being done; they received the shirt from the master tailor, and they understood by "finishing" that all that could be machined should have been machined.

15943. That is exactly what I say; was the complaint of this nature, that even although they might be receiving the proper price for finishing, yet they had more to do for that price than they ought to have had?

Yes. Then, as to other garments, I ascertained that these prices were being paid: For Navy sheets, irrespective of size, 9 *d.* a dozen. (I might say, in reference to the shirts, I was also told that they took from three to four hours to "finish," and I had confirmation as to that.) For Navy serges the price paid was 1 *s.* 2 *d.* In this case the price, so far as I can learn from the list, is 1 *s.* 3 *d.*; that is, they were paid 1 *d.* less. With regard to the hospital flannel coats, there was a disagreement in the information that was given to me; many of the women said that they received 1 *s.* 3 *d.*, but the larger number told me that they only got 1 *s.* 2 *d.*; 1 *s.* 3 *d.* is the price in the schedule. For bed-covers or bed-ticks they received 1 *s.* 3 *d.* per dozen, when there were tapes; 1 *s.* per dozen without tapes; for pillow slips without tapes, 10 *d.* per dozen; with tapes, 11 *d.* per dozen; the price for each of these in the schedule is 1 *s.* For serge tunics they had 7 *d.* each; the price in the schedule is 1 *s.* 3 *d.*; for huckaback towels they had 4½ *d.* per dozen; the price in the schedule is 5 *d.* For blue cloth trousers, 7 *d.* each for "finishing"; the price in the schedule is 1 *s.* 6 *d.*; and in this instance also the same complaint was made with regard to what they were expected to

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Mr. BRAID.

[Continued.]

do, as "finishing," as I have stated in reference to the shirts. In many cases I was told that the trousers were handed out to them with one side of one leg only machined.

15944. I presume you mean that they had to do the whole of the rest of the work for the price of the "finishing"?

Yes. Then there was a great complaint that those who were supposed to have given information prior to Mr. Arnold White giving his evidence here, received no work at all. I called subsequently on those who had given information, and I found that they had not received any work.

15945. Given information when?

To Miss Entwisle.

15946. You found that people who had given information to her had not got any work?

Yes. I also called on several others whom I understood were believed to have given information; and they also informed me that they had not had any work.

15947. When was this "information" you are speaking of gathered; about April, was it not; the previous evidence that you are talking of, I mean?

I do not know.

15948. You went down in May, and you say you found that the women who had given information, or were supposed to have given evidence, were not given work; could you verify that?

It would be impossible, without giving the names and addresses of the people whom I saw. I have those names and addresses, but I am precluded from giving them.

15949. I meant by my question whether you did verify it?

Yes.

15950. I mean did you find out; had you any means of finding out, except from what the women told you themselves, that the women were not working when you went down in the month of May who had been working, say, in the month of March?

Not beyond their statements. Then, in reference to the question of a list of prices being posted up, I inquired wherever I went if that was the case, and all agreed that they had never seen any such list, and they did not know the prices.

15951. Earl *Brownlow*.] Had they ever asked to see a list, any of them?

I did ask that question in certain cases, and they told me no; but I did not ask every one.

15952. *Chairman*.] And that is the general result of your inquiry?

Yes.

15953. Is there any other point that you wish to mention?

No.

15954. Lord *Sandhurst*.] When you were proceeding to get this information, did you find average intelligence on the part of the women?

Yes, they were most intelligent.

15955. Or did you generally put leading questions, and then merely get a "Yes" or "No" out of them?

No; I went and talked to them in a conversational way; I put no direct questions to them at all; I did not tell them, in any instance, why I had called; but when they asked the reason, I said that I had a desire to find out what they were actually receiving.

15956. You drew your own deductions, I suppose, from their answers?

I made no note of any price, unless the price was distinctly stated to me.

15957. Now,

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MR. BRAID.

[Continued.]

15957. Now, as regards these prices that you have mentioned, do you know at all when that list of regulation prices was made?

No, I do not.

15958. Do you know if they have been reduced at all since they were made?

No.

15959. Do you know if they have ever been raised?

No. So far as the women are concerned, many of them told me that under the former master tailor they received much higher prices than under the present master tailor.

15960. Lord *Thring*.] How many years ago was that?

Speaking from recollection (I did not make a note), I believe that the present master tailor came three years ago.

15961. Lord *Sandhurst*.] I suppose you were led to believe that the only reason that these people did not continue to get work was because they had given evidence?

Had given information, or were supposed to have given information.

15962. Not because there happened to be slackness of work?

No; others were receiving work at that time.

15963. Lord *Monkswell*.] Did you hear that any one had been posted up at the gates, or refused work, who gave information at the inquiry on April the 21st?

No.

15964. Your information only related to Mr. Arnold White's statements?

I made no inquiries as to that which you have just mentioned, because I did not know that it had been stated by anybody.

15965. As a matter of fact, you do not know that any one, and you have heard no complaints that anyone, of the 14 women who gave evidence on the inquiry in April, was refused work on account of having given evidence. I understand that there were 14 women examined before the Court of Inquiry, and you do not know that any one of them was refused work afterwards; I mean the Court of Inquiry which sat on the 21st of April?

I heard of that Court of Inquiry.

15966. But you did not hear anybody allege that they had been deprived of work for giving evidence before the Court of Inquiry?

No, the reverse; I heard that those who had given evidence had had work.

15967. Then it did not militate against their prospects that they were willing to give evidence before this Court of Inquiry?

No; but I heard also that two or three who were requested to give evidence before that Court of Inquiry attended at the barracks for that purpose, but were not called, and that they had not received any work since. Their explanation was that it was stated that they had given evidence to the lady whose name I have mentioned.

15968. Lord *Sandhurst*.] Then you say that you do know cases of women having been turned away from the barracks on making application for work after having given, or having been supposed to have given, evidence to the lady you have mentioned?

Yes.

15969. Did you notice what sort of accommodation there was in the places these women lived in; did they give you the idea that they were extremely poor?

Yes, the majority of them; some of them desperately poor.

15970. Living in one room?

Three or four in one part of the town that I visited. In the East End of London I have never seen anything worse. In one case there was no floor to the room, for one thing; they were living on the bare ground.

The Witness is directed to withdraw.

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COLONEL G. F. MUNRO, is called in ; and having been sworn, is Examined, as follows :

15971. *Chairman.*] You are the Commandant ?
Commandant of the Royal Marines at Chatham.

15972. And you ordered a Court of Inquiry into the subject about which we are taking evidence now, on the 21st day of April last ?

I did, by order of the Deputy Adjutant General, Royal Marines.

15973. Have you got a copy of the proceedings with you ?
I have.

15974. Will you see if that (*handing a copy to the Witness*) is correct ?
That is a correct copy.

15975. Perhaps you will put it in ?
Yes ; that is a true copy of the proceedings of the Court of Inquiry. (*The same is handed in, vide Appendix.*)

15976. I should like to ask you first a question or two relative to Mr. Arnold White's evidence. How long have you been in this position of Commandant ?
Since April 1887.

15977. Will you tell the Committee how the clothing is done ?
If you will allow me, I will read a statement as to the system of work.

15978. Yes ?

The master tailor at the Royal Marine Barracks, Chatham, makes up articles of clothing, &c., for the Royal Navy, and for this he employs the wives and widows of men of the Royal Marines. A register is kept by him of the workers, and no names should be entered on the register, or removed from it, without the sanction of the commanding officer. A fixed scale of prices is allowed by the Admiralty for making up the articles. A copy of this scale is hung up in the workroom for the information of the workwomen. The master tailor draws the materials from the Naval Victualling Yard at Deptford, cuts out the garments, and issues the materials to the workwomen, examining them when made up, and forwarding them to the Victualling Yard when finished. These are his orders. He is responsible for all articles made up, for all payments, and for all accounts and returns in connection with the work. He had formerly to prepare a weekly pay-sheet, showing the names of the workwomen, the number of articles each had made, the rate allowed for making according to scale, and the sum due to each ; and the women were paid weekly.

15979. You say that used to be case ?

Yes, that was formerly ; it is not the case now.

15980. Up to what date was it the case ?

Up to the 1st of August of this year. Mr. Arnold White in his evidence, given before your Committee in April last, alluded to this pay-sheet, and the method adopted in some instances by the master tailor in allowing the workwomen to sign the pay-sheets before the amounts due to them had been entered, which the master tailor explains in his evidence before the Court of Inquiry which assembled at Chatham, a copy of the proceedings of which is in your possession. The system of a weekly pay-sheet is no longer in force ; the master tailor now has to keep a work-book, showing the names of the workers, with, in each case, the date of issue of material, the number of articles made up, and the date the work was returned, the rate allowed to the workwomen for making up according to scale, with the total sum due. If, on examination, the work is approved, payment should be made at once, the recipient signing the work-book as a receipt for the money. The work-book to be available for inspection at any time, and to be submitted to the commanding officer on the first of each month, or oftener, if necessary. The various articles should be made by the workwomen entirely, except in a few instances which are now authorised by the Admiralty

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[Continued.]

Admiralty to be partly made by hand, and partly by machine; the master tailor doing the machining in his workshop, and giving the finishing to be done by the workwomen. A fixed scale of prices is authorised for machining and for finishing. I think the master tailor employs about 180 women. They appear to be content with the prices they receive; no complaints have ever been made to me by them. On the 19th of April last Mr. Arnold White called and saw me at Chatham to make inquiry as to alleged sweating by the master tailor—

15981. Are you now going into the conversation which Mr. Arnold White said he had with you?

No.

15982. You are aware that Mr. Arnold White said that he had a conversation with the master tailor in your presence?

Yes.

15983. You are not going to allude to that?

No. He came, as I have said, on the 19th of April, and as he was properly accredited, I gave him every assistance, and in consequence of what took place then a Court of Inquiry was ordered to assemble.

15984. Lord *Thring*.] Did you see Mr. Arnold White in the presence of the master tailor?

I saw Mr. Arnold White in my office when the master tailor was present, and he asked him several questions. I gave him every assistance. On the 21st of April the Court of Inquiry assembled, at which a large number of the workwomen voluntarily presented themselves for examination; they came forward, a large number of them, and the president of the court told me that he took them indiscriminately as they came; a large number attended, and 13 were examined by the court. The court consisted of the president, who was a lieutenant colonel, and two other officers.

15985. *Chairman*.] Lieutenant Colonel Farquharson, Major Sweny, and Captain Peile?

Yes. The master tailor was subsequently ordered to return to his duty, from which he had been suspended during the inquiry.

15986. Is the master tailor a civilian?

Yes; but he has rank as a non-commissioned officer.

15987. Lord *Thring*.] He is subject to military law technically?

Yes. I might say that he returned to his duty, from which he had been suspended during the inquiry, no evidence of sweating having been adduced.

15988. *Chairman*.] You spoke about the work-room; what is the work-room?

A room opposite his workshop, into which the women go to receive their work, as I understand, and where they are paid.

15989. Do you mean a work-room in the barracks?

Yes, in the barracks, opposite the regimental tailor's shop, in the same building.

15990. I understand that the master tailor does his part of the work, whatever it may be, in his workshop?

Yes; he has a machining shop, where he employs the women to do this work.

15991. And there the women come to get this work of which we are speaking?

Of course the master tailor can answer all questions which relate to his work; but I do not think that the women go to the machine rooms to receive their work; they go to a room which we call the workroom, opposite to the cutting room.

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[*Continued.*]

15992. You say the scale of prices is put up in the work room ?
I have seen it hung up there.

15993. I want to know if all the women who get work of necessity see that scale of prices ; do they go into the work-room at all ?

They must go there to receive their money. It is the Admiralty order that the scale of prices should be hung up in the work-room for the women.

15994. Has that always been the case ?
So far as I am aware.

15995. Lord *Sandhurst.*] Is it there at this moment ?

Yes ; and I have given orders that the scale of prices is to be hung up also in a conspicuous place on the staircase, where every woman can see it when waiting for her work.

15996. Lord *Thring.*] Where was the scale of prices hung up at the time before you gave this last order ?

In the work room ; it has always been there ; that was the order of the Admiralty.

15997. You believe that it was there at the time ?

When I have gone to the work-room I have seen the scale of prices hung up.

15998. *Chairman.*] Do you mean that the scale of prices has been in the work-room all the time that you have been in command ?

Yes ; when I have gone there I have seen it.

15999. Lord *Thring.*] I mean the time when it is alleged that these things occurred, in the month of April. Do you or not happen to recollect whether you saw this scale of prices hanging up there at that time ?

I cannot recollect exactly at that time ; but I think you will see in the evidence given before the Court of Inquiry that one workwoman said she saw it there.

16000. *Chairman.*] And you cannot tell us whether these women are obliged to go into that work-room, whether they naturally go into the work-room or not ?

I understand that they go in there to receive their money ; they are paid from a pay table, I understand.

16001. That is what you hear from others ?

The master tailor so reports to me.

16002. Lord *Sandhurst.*] As a rule, with regard to regiments in barracks there is a daily inspection by a picquet officer of the barrack rooms ?

Yes, by a company officer.

16003. Does that inspection extend to this workshop and work-room ?

No ; the inspection of the work-room would be by the quartermaster ; the master tailor does his work under the quartermaster.

16004. Does the quartermaster report to you that he has inspected these work-rooms once a week, or at some periodical time ?

I go there frequently myself to satisfy myself that it is all correct ; I go round these rooms very frequently to satisfy myself that all is right.

16005. There is no systematic system of inspection ?

No ; he does not report periodically.

16006. *Chairman.*] But I understand that the master tailor is as much subject to military discipline as anybody else ?

Yes.

16007. You have precisely the same control over him as over the soldiers ?

Yes ; he is entirely under military discipline, the same as any other soldier would be.

16008. But

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[Continued.]

16008. But that the workroom is not subject to the same inspection as the barrack rooms?

The barrack rooms, of course, are under the company officers, and the tailors' workshops would certainly be under the quartermaster.

16009. Who is the quartermaster?

Mr. Valentine Brown.

16010. Can you tell the Committee whether the scale of prices has recently been altered or not?

No, not since I have been there; I do not think so, except that there are certain articles now authorised by the Admiralty to be made partly by machine and partly by hand.

16011. You do not know whether in the last two or three years or so there has been any complete revision of prices?

The only list that I know of is that before the court of inquiry.

16012. You do not know how long that has been in force?

That is dated "Contract Department, Admiralty, 25th February 1887."

16013. You do not know whether the prices were different before then?

No, I do not know.

16014. You told us the way in which the business is carried on now; you said, I think, that if the work was approved it was sent into the Victualling Yard?

To the Victualling Yard, at Deptford, when approved, where it is most carefully examined by a board of officers there.

16015. What happens if the work is disapproved?

It is sent back, and the master tailor would lose it; it would be an entire loss to him if it were rejected.

16016. He would have to make it good, you mean?

Yes.

16017. Do you know what occurs if the master tailor himself disapproves of the work?

No, I do not. Of course he is responsible for the work.

16018. Then I understand that you changed the system in August?

The system of the papers which the women sign. They no longer sign pay sheets; it is now a work book.

16019. Why did you make that alteration?

These revised orders, dated the 1st of August, came from the Admiralty. These are the orders for the master tailor (*producing the same*), and these are the orders for workwomen (*producing the same*). (*The same are handed in, vide Appendix.*)

16020. You do not know, I presume, why this alteration was made?

No; that came after the Court of Inquiry.

16021. Did you make any representation on the subject I mean?

No, I did not.

16022. This alteration followed, I understand you, upon the Court of Inquiry?

Yes.

16023. And the alteration, as I understand it, would appear to be intended to have the effect of preventing a woman signing the pay-sheets before the amount of money was filled in?

With the present system it would be impossible for there to be any doubt about the money the women receive; because each woman sees it in the book, and exactly what she had received she would sign for.

16024. You say the machinery is all done by the master tailor; I suppose you mean that is your impression?

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[Continued.]

That is my impression. I have seen his machine room in which he employs men and women, and he pays them wages.

16025. Do you know whether there would be any way of verifying what has been suggested before the Committee, that a number of women have been deprived of work for giving evidence?

It would be necessary for those women to appear, and I would promise absolute protection and work for any such women if they did come forward.

16026. Would you be able or not, from your own information, to ascertain whether the same women were employed after the inquiry as were employed before; have you the means, I mean, of finding out whether any women were deprived of work about the time when it is alleged that they were deprived of work, that is, about April and May; have you any means of finding out for yourself whether the same women are employed?

I could find out what women were employed at that time, and if they were deprived of work afterwards, I could order the master tailor to make me a report of that, and I would inquire into it most carefully.

16027. Lord *Sandhurst*.] But that would be owing to this Committee; you would otherwise have known nothing about their being dismissed?

He has no business to remove any women from the list without authority.

16028. Lord *Thring*.] Was that under the new orders?

Under the other system also that has been the case; that he has no authority to remove a woman's name from the register without my sanction; if he has done so it is highly irregular.

16029. Earl *Brownlow*.] Or to put it on, I suppose?

Yes.

16030. Lord *Monkswell*.] Or to post up a name by the sentry?

That would be utterly impossible; any one acquainted with barracks would know that it would be an absurdity.

16031. *Chairman*.] Do you mean that it is not in the power of the master tailor to give or withhold work without consulting the commandant?

The form is that if a woman wishes to be employed she must make application through the captain of her husband's company say, and then she goes to the master tailor and is tried, and if he approves it the captain signs the paper, and then I sign it.

16032. And she is put upon the list as being capable of working?

Yes.

16033. And off that list she should not be taken without your leave?

No.

16034. But you would have nothing to do with the fact that the woman might get work or might not get work?

Exactly; she may be on the register and not get work.

16035. Is there any means by which you could find out whether these women have been deprived of work; what has been suggested before the Committee is that because some of these women gave evidence to various persons making inquiries, I think only in the month of April or May, they were deprived of their work; what I ask you is whether there is any means at your disposal whereby you could verify the truth of that statement?

I would order the master tailor to submit to me the names of all women he deprived of work at that period.

16036. That we can get here from the master tailor?

He is here.

16037. Beyond that you see no way in which you can "verify the allegation"?

No; I could see his list.

16038. You

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[Continued.]

16038. You could see the pay sheets?

I could see the pay sheets; the master tailor is here.

16039. Would he produce his pay sheets during the several months?

Until that new order was put in force he is bound to; he ought to produce all pay sheets with the women's signatures for their money.

16040. Earl *Brownlow*.] And after that was abolished they would be in the work book?

Yes; after that was abolished the book was there.

16041. Lord *Sandhurst*.] In fact, the pay sheet would tell us the women he employed?

Yes; he ought to produce those sheets, and, if not, the pay book, for all the money he has paid to those women.

16042. *Chairman*.] Do you recollect what occurred at this conversation that Mr. White had with you in the presence of the master tailor; I will just read to you what he said about it; it is a long time ago, and you might not recollect it; it is in answer to Question 1334, at the end of the answer; he says, "In the presence of the commandant I asked the master tailor the following questions: 'What do you pay for the sailor blue shirts?' He pays 6½ *d.* for the old pattern, 10 *d.* for the new pattern, 1½ *d.* for machining. The women say that they only receive 4½ *d.*?"

I regret I did not keep a note of what took place there, but I fully made up my mind when I heard this was going on to order a court of inquiry to investigate the whole circumstances of the charges. I fully made up my mind at once to have an inquiry on the subject by a board of officers.

16043. I do not quite understand the first part of the evidence given before the court of inquiry. I will read it to you; it says, "On Friday the women receive the money for the work done during the previous week;" I suppose that means the week before, not the previous seven days?

They would receive the money for the previous seven days.

16044. Then it means not the week before but the previous seven days?

Yes. The master tailor would be able to answer all these questions because it is entirely in his department.

16045. "The receipt for the same is signed by them on Form No. R. 358, which has not been filed in, as I am unable to know what women will produce their week's work till they appear;" that is in the master tailor's statement; I had better ask him to explain that?

Yes.

16046. Then I will only ask you this. I have before me your opinion, and your opinion is as follows; "From the foregoing evidence I am of opinion that although the master tailor has been guilty of an irregularity in allowing the workwomen to sign the weekly pay-sheets before the amounts they had received had been entered, and in the case of the trousers and shirts filling in the whole amounts due for making them up, as having been received by the women whose signatures were vouchers for the same, whereas he had deducted a portion of the amount for the machining, &c., done in his workshop, yet for all the other articles of clothing, &c., given out by him to the workwomen to make up, they appear to have been paid the full amounts fixed by Admiralty scale, without any deductions." You say the master tailor was ordered to go back to duty as the result of this inquiry?

Yes; the proceedings of that court of inquiry were sent to the Admiralty.

16047. I gather from you that your opinion, generally stated, was that the master tailor was not to blame in the matter, except in so far as there had been comparatively small irregularities; and also that there was something faulty in the system?

That is my opinion expressed there, and I am of the same opinion now.

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[Continued.]

16048. That fault in the system has been practically altered by the new regulations?

Entirely; the Admiralty have authorised this system of a book, and they have authorised certain articles to be made partly by machinery and partly by hand, and for which a fixed price is allowed; and that is the only authority the master tailor has for anything to be done by machinery.

16049. I see there is no finding of the court?

The court are not allowed to find anything; they select evidence for the commanding officer and he forms the opinion; it is a court of inquiry for the information of the commanding officer, and he forms his opinion on the evidence; they are not allowed to give an opinion.

16050. You ordered the master tailor to go back to his duties; at the same time you were of opinion that he had been guilty of irregularities; did you make any comment on that to him?

I told him that he must adhere most strictly to the regulations in future.

16051. What I wanted to find out was whether you, having decided that in your opinion an irregularity had been committed by him, took any notice of that fact?

The proceedings of the court of inquiry were forwarded to London, and he was ordered to return to his duty from a higher authority than me. I received the order from the Deputy Adjutant General of the Royal Marines, after he read those proceedings, that the master tailor was to return to his duty.

16052. These women, I suppose, are the wives of marines?

They are. It is for their benefit, more or less, that the work is done in this way, that they may be employed.

16053. Are they wives also of pensioners?

Wives of pensioners and widows of men who have served.

16054. They do not live in barracks any of them?

No, they live outside.

16055. Can you tell us through what channel any complaints from these women would reach you, supposing they had any complaints?

If they had any complaints I could remedy them at once if the women came to me. If they made any complaint I should investigate it most carefully.

16056. Is there any order or regulation of any kind to instruct them in that matter?

They must know that if they have any complaints to make the only person to go to would be their husbands' commanding officer, and he would remedy it at once.

16057. And no complaints have been made to you?

No, never. They are very anxious to get work; to be placed on the register.

16058. In your experience of the Service, have you been aware that complaints are ever made to the commanding officer by the women in respect of the payments they receive?

I do not know. I do not see any reason why they should not complain.

16059. I only ask you whether it is within your experience that complaints have been made or not?

I cannot speak for other commanding officers; I speak for myself, because I have had long experience in the Service, and have been commanding officer for some considerable time. I cannot see any reason why they should not make complaints.

16060. How many marine barracks are there?

Five.

16061. Where

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[Continued.]

16061. Where are they ?

The Royal Marine Artillery Barracks at Eastney, Portsmouth ; the Royal Marine Light Infantry Barracks at Gosport ; and the Marine Light Infantry Barracks at Plymouth ; Royal Marine Light Infantry Barracks at Chatham ; and the dépôt at Walmer, near Deal.

16062. Have you been in command at any of these places ?

I was in command at the Recruit Dépôt at Deal for 12 months, and I was also in command of the Plymouth Division for three months.

16063. Do you know if the system, as far as the clothing is concerned, is the same in all these ?

Precisely ; these regulations apply to all the divisions.

16064. Lord *Thring*.] With respect to the court of inquiry, I do not quite understand ; a court of inquiry does not examine on oath, does it ?

No.

16065. Do the officers appointed report to you, or direct to the Adjutant General ?

They report to me ; the president renders the report to me.

16066. Then when this paper comes up to you, this opinion, is it your opinion that we find upon it, or theirs ?

They are not allowed to enter an opinion.

16067. I am, perhaps, using the wrong phrases ; what I mean is : This officer, the master tailor, was ordered to return to his business, which means practically that he was acquitted ?

Yes.

16068. Was that as the result of your opinion, or that of the Adjutant General, or both ?

Both.

16069. You thought that he was not guilty of sweating, you say, in that opinion ?

No, certainly he was not.

16070. But then the charges made against him, as far as we can understand, were not those of sweating, but very much more serious charges ; they were those of inducing women to sign a receipt without receiving the money ?

Will you allow me to point out the order I gave to the court. This is the order I gave to the court : " The court of inquiry, of which Lieutenant Colonel Farquharson is president, will investigate and record the evidence as to the payment by the master tailor of the authorised amounts to the workwomen for making up articles of clothing, &c. for the Royal Navy, and as to whether the Admiralty rate of pay was actually received by such women for each article of clothing, &c. made up."

16071. Would you pause there ; do you consider then that you found that the Admiralty rate of pay was paid to each of these women ; that the court of inquiry found that ?

I consider that it was.

16072. You thought that was the result of the court of inquiry ?

I considered it so.

16073. But could that be ; how could they find it in the face of the fact that they found that the master tailor had induced these women to sign papers without receiving the money ?

This is the opinion I gave ; I did not quite acquit him of that : " From the foregoing evidence " (that is the whole of the evidence contained there, the master tailor's evidence, and that of all the women who came forward to give evidence), " I am of opinion, that although the master tailor has been guilty of an irregularity in allowing the workwomen to sign the weekly pay sheets before the amounts they had received had been entered, and in the case of the trousers and shirts, filling in the whole amounts due for making them up, as

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having been received by the women whose signatures were vouchers for the same, whereas he had deducted a portion of the amount for the machining, &c.; done in his workshops," and so on. I say there that he had been guilty of an irregularity; the women ought not to have signed.

16074. But, surely, it is much more than an irregularity; how do you know that he deducted the proper sum? I do not wish to puzzle you, but it seems to me inconsistent; I do not understand how you arrive at the conclusion. The only way in which it appears to me that you could have found that this master tailor had done his duty was, if you had found that the women had given a receipt for the money that the Admiralty statement enabled to be received; but what you really did find was this; that the master tailor in several cases certainly had deducted a certain sum, and that the women had signed these assumed receipts without receiving any money at all?

It was only in a very few cases he did this; in cloth trousers and serge trousers and shirts, only in those instances he did the machining in his workshop, and he had a fixed scale which he deducted for that machining.

16075. But I think it a most serious thing, even if it were only one case. I do not understand how you could arrive at the conclusion that this man did not grossly abuse the Admiralty regulations by deducting a sum he was not entitled to deduct, and by making a woman sign for money which she had not received?

He will explain that.

16076. Did he explain it to your satisfaction and to that of the Court of Inquiry?

He did partly; in the first part of his evidence before the Court of Inquiry.

16077. Then you do consider that he did explain it to your satisfaction?

I think he did not wilfully misappropriate the money.

16078. Do I understand that you and the Adjutant General thought that the result of the inquiry was that he had been guilty of nothing but a very venal offence?

That it was not a serious offence, it was an irregularity which ought not to have taken place; not a serious irregularity.

16079. You do not consider it a serious offence to have retained money which he was bound by the Admiralty regulations to pay?

He is now authorised by the Admiralty to make the same deductions.

16080. But at the time was he authorised to do it?

No; I do not think he had authority for doing it. It had been the custom, and it was for the benefit of the women, because many of the women could not have made the whole garment, but could only do the finishing. Take a pair of trousers; he cut them out and made them by machinery, and gave them to her to finish up.

16081. Although he ought not to have done it, you thought that he did not misappropriate the money, and though he had no strictly legal authority, yet it was the custom that he should do it; that was the result of your inquiry?

Yes; and since this inquiry, the Admiralty have authorised him to make the deductions.

16082. But that seems to me to be conclusive evidence that he ought not to have done it before?

It was the custom.

16083. However you, confirmed by the Adjutant General, thought that he had complied with the custom, but that he had not misappropriated the money?

Yes; I thought so.

16084. I want to ask you a question with respect to the distribution of the work.

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work. I understand quite clearly that you are cognizant of, and control, the list of workmen; but with respect to the distribution of the work, is it, or is it not the fact, that the master tailor can distribute the work exactly as he pleases to the women?

Yes, he can certainly, to the women who are on his register.

16085. How many women are there on his register?

I understand there are about 180 that he employs.

16086. And how many appear by the pay list to be usually employed; what proportion does he employ; 90 women?

I do not think so; not taking the pay sheets I sign.

16087. Then, of course, I need not point out to you that there is the amplest room for favouritism?

Yes, he could do it.

16088. And it is no part, I understand, of the commanding officer's duty to interfere with his distribution of the work?

No.

16089. Supposing these women did complain, would you consider it part of your duty to interfere with the discretion of the master tailor?

I should use my own judgment, and, if I thought proper, I should, certainly.

16090. If it were grossly unjust you would interfere with it?

Certainly.

16091. As a matter of fact, they never have complained to you?

No.

16092. I need scarcely put the question to you; you must admit that that being the case, the master tailor can, of course, sweat these women; because unless they come to you to complain, he has absolute discretion?

He gives the work to the best women, as he considers, to do the work. He is entirely responsible for the work; if he gives it to women who cannot do the work, it is sent back from Deptford, and it comes out of his pocket.

16093. You contend that he has a right to use his discretion?

Yes.

16094. The making the register is in fact, only to say that he must select from those particular women?

Yes, those are his orders; and then he chooses the women; he would have to make the articles good if they were not properly made.

16095. Lord Sandhurst.] You have considerable experience as a commanding officer; have you ever discovered a master tailor making large profits?

I suppose they make a fair income; but the prices now, you see, are so clearly laid down which the master tailor ought to deduct for cutting out these garments, and so on; I cannot tell what he makes.

16096. Then he has, I suppose, a pay of so much a day?

Yes, he has the pay of his rank in the service.

16097. And in addition to that, any profit he can make?

Yes; he is a non-commissioned officer.

16098. How does he rank, with colour-serjeant, for instance?

He would rank junior to the colour-serjeant; his rank is that of a serjeant.

16099. Does he go on active service?

No, he always remains at the headquarters.

16100. Some of these women are soldiers' wives, I understand you to say?

Yes.

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[Continued.]

16101. Is it not the case that the doctor and the chaplain look after the soldiers' wives in some degree?

Undoubtedly. We have a clergyman, a chaplain of the division, whose duty it is to look after them.

16102. That duty also extends to the doctor, does it not?

Yes, we have several doctors who attend within a certain distance of the barracks.

16103. And if there were any considerable hardships, would they not find a voice through the chaplain or the doctor?

Undoubtedly the chaplain would bring to my notice any cases of poverty he saw, and he does. We have also a scripture reader who goes round amongst these houses.

16104. Any case of injustice would come to you through them?

Yes; and all these married women on the strength are visited once a week by an officer who goes round to see the houses they live in, and a report is made to me weekly.

16105. And a good many, I suppose, of these women are on the master tailor's register?

They must be so.

16106. And therefore, if they were taken off for no assignable reason, I suppose their complaints would come to the ears of the chaplain?

I should think so, and he would certainly bring it to my notice.

16107. You have never heard any complaint from the chaplain?

No, I have not. He ought to do it, and certainly would.

16108. We have had it in evidence that sometimes the names of these women are posted on the barrack gates?

Anyone who knows what a barrack is knows that that would be impossible; no one would have authority to place them there except myself.

16109. Therefore if a woman's name was placed on the barrack gate, that would be impossible without your order?

Yes, no one could do it but the commanding officer, or the adjutant by my authority.

16110. Does the chaplain take any part in recommending women to go on the register?

Yes, he has in some instances, I remember, brought to my attention that it would be a good thing for people if they could find employment from the master tailor.

16111. Is there any committee of officers' wives who look after these women?

The officers' wives look after these women, especially my own wife. If they have cause of complaint they constantly come to her, and she brings it to my notice, and I remedy it at once.

16112. Lord *Thring*.] They would complain to your wife, you think, supposing they had been unjustly treated?

Undoubtedly; they have done so on many occasions.

16113. Lord *Sandhurst*.] I suppose that the chaplain knows, or ought to know, the circumstances of all the women who are soldiers' wives?

That is his duty; it is his duty for that purpose to visit the women and see them, and to bring any cases of distress to my notice.

16114. Lord *Thring*.] Or hardship?

Hardship of any sort or description.

16115. *Chairman*] You were asked a moment ago whether these women
who

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[Continued.]

who were struck off the register did complain to your wife, and you said yes, they have often done so?

Not women struck off the register; but if they had any cause to complain they would go to her.

16116. Earl of *Aberdeen*.] You mentioned that the master tailor has no authority to remove a woman's name from the list; and that is very easily understood; but we understand that he has to power to apportion the work?

Yes.

16117. Therefore it would be possible, I do not say it occurs, but it would be possible for him to arrange that some women, for one reason or another, should get very little or no work?

Yes, undoubtedly. You see he is so entirely responsible for the work, that he must employ the best labour he can find for his own protection; the women cannot claim this work.

16118. But if the assumption is, that for no reason except want of capability on the part of the women, they were not taken to work, would it not be his duty then to get them removed from the register?

Yes; they have no business to be put on the register unless they are competent to work, because he certifies that they are competent to work. When I see his signature to that I have them placed on the register. Of course some do better work than others, and he would employ the best workwomen for his own protection.

16119. The women are very anxious to get work, you say?

They appear to be.

16120. Would not that make them very chary of making any complaints, even if they thought they had reason to complain, for fear the master tailor should be indisposed subsequently to give them work?

Yes, I suppose that would be the case; but these women cannot demand the work; and he is authorised to employ these women, and he employs the best woman he can for his protection.

16121. If there were to be any complaints, then, by such a method as you mentioned, namely, that they should complain to a lady, more especially if Mrs. Munro takes an interest in the matter, you would be more likely in that way to get at the real facts?

Yes; or if they have complaints they go to her in any case of distress a great deal.

16122. You will understand that I am alluding rather to complaints, not so much of poverty, but of any supposed or real hindrance placed in the way of their obtaining work?

Yes.

16123. With regard to the inquiry which was referred to, did it appear to whom the money was paid which was deducted for machining?

The master tailor draws all money due to him from the Admiralty.

16124. And to whom was that money paid for that particular allowance, namely, machining, which was not paid to the women?

I understand that he deducts all moneys for machining; he keeps that and pays the machine workwomen in his workshop; they are soldiers' wives also; it goes towards that I understand, to pay these women, and also to pay for any rejections he may get from Deptford.

16125. Then with reference to the pay sheets or pay book, I think you mentioned that all money paid ought to be there?

Yes, certainly, all money due to the women.

16126. In military administration is it not a question, not of what ought to be, but of what has to be; and therefore it must be there.

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[Continued.]

It must be there. In the old pay-sheet her name should be there, and she should sign for having received it; and now there is a pay-book.

16127. Which you consider a preferable arrangement?

Yes, I consider it infinitely preferable now.

16128. You mentioned that you would be quite ready to promise protection to the women who had given evidence?

Absolute protection; I invite these women who have complaints to make, to come and see me, and I should investigate those cases thoroughly.

16129. And would the same undertaking apply to men who had given evidence, or were supposed to have given evidence?

Undoubtedly; it is their duty to come, and it is mine to inquire carefully into it.

16130. But I suppose it would be very natural if they felt some hesitation in coming forward, even if they were anxious to communicate something, lest they might be visited with some drawbacks subsequently?

It would be natural.

16131. Of course, if they know that you have undertaken that no harm shall occur to them they would be ready to come?

They know that if they have an honest cause of complaint it will be inquired into the same day, and justice will be done to them; they must know that if they have any just cause of complaint it will be inquired into, and they will receive a proper remedy; they must know that from my position there, and that they will receive justice.

16132. Lord *Clifford of Chudleigh*.] I want to ask you a question about the pay-sheet; in answer to Question 1338, Mr. Arnold White says, "It is filled up before the commandant signs it, or else it would not be signed. The master tailor admitted to me in the presence of the commandant that the amount was not on the sheet when the woman signs"; that I suppose was the first thing that you know of these irregularities?

It was, undoubtedly.

16133. If you had known of it before, you would have insisted on its being altered?

Undoubtedly.

16134. It is in your estimation an absolutely false voucher?

It was in those cases. There were not many of them where he did it; only a few cases.

16135. I am only alluding to the cases where he had made a deduction from the amount paid to the woman, and had entered the whole amount against her signature, instead of the amount which she actually had received?

Of course he should not have done that.

16136. It entirely prevented any fraudulent action on his part with regard to that garment being detected?

Yes; he ought not to have done it; the women ought not to have signed it till the amounts filled in were entered.

16137. What I meant to ask was whether there were any other books in his possession which showed this deduction; or was the auditor in auditing the accounts entirely dependent upon this voucher?

That was the only voucher.

16138. Therefore, if the master tailor had acted fraudulently, and put the whole of this deduction into his own pocket, the voucher would have concealed that?

Yes.

16139. The women signed, as I understand, without knowing what figure they were to have?

That

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[Continued.]

That (*pointing to it*) is the pay-sheet; they knew the value at the head of each column.

16140. But these figures corresponded with the statement?

Those figures corresponded with the total. I believe the reason he did it (but he will explain it himself) was that there must be some voucher for the total amount; and so he made the finisher sign for the whole amount of these trousers.

16141. Take a case of a 6 *d.* shirt, for which he paid 4½ *d.*, as I take it, to the person who signed the pay-sheet, and 1½ *d.* to somebody else who machined it, which made up the whole price; now was there any voucher for that 1½ *d.*?

I would rather you took the actual price that he did the machining for from him.

16142. What I really want to put to you is this; supposing that there was no voucher for that, would it not be rather a serious offence if a man should return a voucher which entirely concealed the possibility of a fraud?

Yes; there is no doubt that he ought not to have done it, certainly.

16143. And the reason why you reported as you did on the inquiry was that you considered that, although the man had committed this serious offence, he had done it entirely innocently, and with no fraudulent intention?

Yes.

16144. But not that his offence in itself was a light one?

No. I do not think that there was any fraudulent intention; I think he ought not not to have done it.

16145. Lord *Monkswell*.] For what reason do you authorise names being posted upon the gates?

If a woman had been guilty of some gross irregularity in barracks, or was known for a bad character, her name would be posted up.

16146. I understand that it is the practice for the sentry to be told not to admit certain women whose names are posted upon the gates; and you say that sometimes by your authority certain names are posted up; why do you give your authority; on what ground?

Because it has been represented to me by some officer, or someone, that this person has been guilty of irregularity, or is an improper character.

16147. On what representations would you go, on the representation of a non-commissioned officer?

It would be brought to my attention by an officer, the Adjutant probably, and I should investigate it, and if I thought it necessary I should have her name entered on the gates for no admittance.

16148. You would not allow anybody's name to be posted up on the gates simply on the unconfirmed statement of a non-commissioned officer?

Certainly not; it would be investigated.

16149. With regard to the complaints the women make, what sort of things do they complain of, do they complain of anything that has been alleged against this master tailor; do they complain of receiving too low prices?

No, I do not think they have; I think they appear to be content, as far as I can see from that evidence.

16150. Then you are not in a position to say what sort of complaints have been made?

I cannot specify with regard to these particular women. The women come to my wife very often for all sorts of matters.

16151. *Chairman*.] Domestic matters?

Yes, it would be domestic matters entirely.

16152. Lord *Monkswell*.] You say that a large number of witnesses pressed forward

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[Continued.]

forward for examination before the Court of Inquiry, and you say that they were taken indiscriminately ; how do you know that ?

The President of the Court of Inquiry told me that a large number had come, and that they used their own judgment in taking them indiscriminately ; they chose them from the number there ; the officers themselves.

16153. The officers themselves chose them ; they did not depute it to any non-commissioned officer ?

No ; these people came and they took them.

16154. Did you ever see the scale of prices up in the workroom previous to this inquiry ; do you remember ever seeing the scale of prices previous to that ?

By my recollection I have seen the board of prices there.

16155. And in a place where it could be read by the women :

Yes, I have seen it facing you as you go in ; a small board.

16156. Where it could be read ?

Yes.

16157. Then I understand that sometimes the master tailor makes deductions for the work coming late ?

I have never heard of that.

16158. Where would these deductions appear ?

Nowhere ; I do not see how he could make deductions now, because the women have to sign for the total amounts due to them ; it could not appear anywhere, it could not be a legitimate deduction ; he would have no authority to do it.

16159. There can be no legitimate deduction made by the master tailor for work sent in late ?

None whatever.

16160. Then another thing said is, that the master tailor skimps the material ; that he sends out materials for a shirt, not really enough to make a shirt ?

How could that be, when these shirts would have to go to be examined by a Board of officers at Deptford, and there is a specimen shirt ; and these shirts are most carefully measured for the size and everything by the specimen shirt, and they would reject them instantly if they were under the size.

16161. How does the master tailor account for his material ; how do you know that for every yard given to him he does a certain amount of work representing that yard ?

He draws a certain amount of material from the Victualling Yard, and has to account for it most carefully.

16162. *Chairman.*] He does not account to you for it ?

No ; he accounts to the Director of Contracts for the Navy ; it is most carefully checked.

16163. *Lord Monkswell.*] You yourself have never tried to interfere after this inquiry, with a view to ascertaining whether the women who gave evidence did receive more work than they did before, or less work than they did before ; it never occurred to you to do that ?

No.

16164. *Chairman.*] You said just now that a great number of women came forward to give evidence before the Court of Inquiry, and that the officers selected them haphazard ?

The President of the Court told me that.

16165. Do you mean us to assume from that that, in your opinion, the women were very anxious to come forward and explain that the allegations that were made were untrue ?

It appears so.

16166. We

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[Continued.]

16166. We have had it stated in evidence by one witness that there was a general opinion prevalent among the women who do this work at Chatham, that if any fuss were made about it, it would result in the work being taken away from them altogether. I merely ask you whether you are aware of that?

I do not think that is likely; I do not think the Admiralty would deprive them of it.

16167. But the question is whether you know or do not know that that opinion was entertained by the women?

No; I do not know; I have no means of knowing that.

The Witness is directed to withdraw.

MR. RODERICK FRASER, is called in; and having been sworn, is
Examined as follows:

16168. *Chairman.*] You are the master tailor at the Marine Barracks at Chatham?

I am.

16169. How long have you been in that position:

At Chatham four years next April; previously in the Marine Artillery; I have been over 12 years a master tailor.

16170. What were you before you became a master tailor?

I was assisting my father. He was a mastes tailor at Portsmouth Division, R.M.

16171. What is your business as master tailor?

To superintend the clothing of the Marines, and the cutting out, and the manufacture in general.

16172. Is the quantity of work you do pretty regular?

It is.

16173. You do about the same amount every month?

Yes.

16174. And where do you get your materials?

With reference to Naval work, from Deptford Victualling Yard.

16175. And with reference to other work?

That is supplied to me from the quartermaster.

16176. Are you paid a regular salary?

No.

16177. No regular salary?

No.

16178. How are you paid?

By the work which is executed; the work done.

16179. I do not understand?

For instance, if we had not a great deal of work one year, that would be to my disadvantage; if we had much, of course it would be to my profit.

16180. I want to know in what way you are paid?

So much a garment.

16181. For every description of garment?

Yes.

16182. Is there a regular printed price?

Yes.

(50.)

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16183. Will

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MR. FRASER.

[Continued.]

16183. Will you put it in ; have you got it with you ?
I have got this one (*producing it*).

16184. Is this a list of the prices that are paid to you ?
Yes, and the workwomen as well.

16185. Then, as I understand it, you get paid a certain price for every article that is made, and you have to pay the workpeople who make it a certain price, which is settled by the authorities ?

Yes.

16186. And the margin between the two is your profit ?
Yes ; and I pay expenses.

16187. What do you mean by “ expenses ” ?
Expenses of my assistants ; any assistance that I shall require.

16188. Just tell us what your expenses consist of ?
In the cutting-room, men to cut out and to pack, and to assist me in any general way ; machining, as far as the machining goes.

16189. You talk of the cutting-room ; where is the cutting-room ?
In the barracks.

16190. Do you pay for that ?
No, not the rent.

16191. Then your profit entirely lies in the difference between the price which you are paid and the price which you pay the workpeople ?
Yes.

16192. The price you pay the workpeople is settled for you ?
Yes.

16193. Now, perhaps you would give us the reason why the women signed their pay-sheets in blank ?

When Mr. Arnold White asked me that question, if the women ever signed a pay-sheet in that way, I said, Yes, because on one or two occasions they had, under pressure of time. Of course my duties are such that they call me away during the day, and if I could not prepare that pay-sheet before the time of course the women would have had to go away without their money ; and on two occasions, it might have been three, I simply got them to sign their papers and filled them in afterwards by the little vouchers or tickets they always bring in with the work. When issuing the work to the women I always give them a work-ticket.

16194. Have you got one with you ?
Yes (*producing it*).

16195. The work-ticket specifies the amount of work ?
To whom issued, and what work it is ; the description of work.

16196. The description of the work and the quantity ?
Yes.

16197. That you give out to the women ?
And sometimes I put the price on ; especially to a new hand I always put the price on ; and the amount of money they will receive.

16198. Have you always done that ?
Not in every case ; to an old hand I have not.

16199. To a new hand have you always done it ?
Yes ; and always told them.

16200. Then the woman brings that back with the work, I suppose ?
Yes.

16201. Then there is the receipt ticket. “ Received from Mrs. [] ” ;
does that name the quantity of work also ?

That

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[Continued.]

That corresponds with the other. I did not formerly pay them every night when they brought the work in; but now I do. Formerly, when they brought their work in, I exchange the work-ticket for the receipt-ticket.

16202. That is the receipt of the quantity of work?

Yes; indicating that that work is brought in and passed. On the pay-night they presented those tickets as receipt tickets for payment.

16203. As to the pay-sheets that were signed in blank; that is the pay-sheet (*exhibiting one to the Witness*)?

It is. (*The Witness explains the pay-sheet to the Chairman.*)

16204. I understand that this column headed "value" shows the amount of wages due to each woman?

Yes.

16205. And what is alleged is that on some occasions the women signed these without having the value filled in; that you say occurred only occasionally, and was done only to prevent the women being kept waiting for payment, because you had not had time to fill in the value?

Yes.

16206. When is the work put out; every day?

Every evening except Saturdays.

16207. And when is it brought in?

Every evening. There are two nights set apart, Tuesdays and Fridays, that women will bring their work in, but I am lenient enough to take it every night.

16208. Do you mean that the work taken out one day is brought back the next?

No; by different women.

16209. How long is the regular time allowed for bringing work back?

Seven days.

16210. And when do you pay them?

On the old system once a week; now we pay them when they bring it in.

16211. Then you do the cutting out in your shop?

Yes.

16212. How many men or women do you employ to do it there?

Five men.

16213. Those are men that you take on yourself?

Service men or otherwise.

16214. May you pay them any rate of wages you choose?

Yes; I settle that between the men and myself.

16215. Do you, as a matter of fact, pay them by time or by piece?

The men in the cutting-room so much a week, irrespective of holidays.

16216. Then you do the machining also?

Yes.

16217. Do you do all the machining yourself in the shop?

No; I have a machine-room in the barracks, and likewise outside the barrack gates; sometimes it is convenient to have it done outside; otherwise I should want larger places.

16218. You have a machine-room in the barracks; how many machines are there in it?

There are five machines.

16219. Are they worked by women?

Women and one man, who is a machinist.

16220. Are these women soldiers' wives?

Yes; widow and daughters.

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Mr. FRASER.

[Continued.]

16221. Are you restricted as to the rate of wages you pay them ?
No, that is optional on my part ; by contract.

16222. You pay them by contract ?
We agree on the price to pay them.

16223. You pay them so much a garment ?
No ; so much a week.

16224. And that is a matter for you to settle between you and them ?
Yes.

16225. Then you have got a machine-room outside also ?
Yes.

16226. How many women do you employ there ?
I have had as many as four out there, when I have been very busy.

16227. Then, also, I suppose it is left entirely to yourself as to what you pay them ?

Yes. Of course, I have given it up, now that I have had to discontinue a large portion of the machining.

16228. After the work is cut out, what is the next process ; does the machining come next ?

If it has to be machined I give it to the machine people.

16229. And then you put it out to be finished by these women outside ?
Yes.

16230. And, in that part of the operation, you have a regular scale laid down that you must pay them ?
Yes.

16231. Laid down by the Admiralty ?
Yes ; and which I adhere to.

16232. But you pay the whole sum to the finisher, who brings in the garment to finish ?

In the case of the garments that I do not touch, do not machine, I pay them the allowance ; whatever the Government instruct me to pay, I pay.

16233. But, with regard to the garments that you do machine ?
Then I stop a portion for the machining, that which I think fair.

16234. How do you ascertain what is the expense of the machining ; is that left entirely to yourself ?
Yes.

16235. Say, the Government price for anything whatever were a shilling, the woman would sign for the shilling ; you would in reality pay her 9 *d.* or 10 *d.*, deducting whatever you thought proper for the machining ?

Yes ; before they received the work they would know what they were earning.

16236. Before they received the work you would tell them what you were going to deduct ?

Yes, they would know.

16237. Do you mean you would always tell them ?

Not if they already knew it : I should not repeat it night after night to a woman. For instance, take a shirt I gave 6 *d.* for ; eight shirts ; if a woman were accustomed to make eight shirts, and knew that she would receive 4 *s.*, as the case might be, I should not repeat it and tell her every night, " Now, here are eight more shirts ; you will receive 4 *s.* for them ;" I should take for granted that she understood the price.

16238. Have you ever varied the prices paid for machining ?
No, not since those rules.

16239. What

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Mr. FRASER.

[*Continued.*]

16239. What rules do you mean?

The rules under which we are serving now.

16240. I wish to know whether you varied the prices for machining before those rules came into force, which were made last August. As I understand, these new rules were made last August?

Prior to that it was left entirely in my hands.

16241. What I asked you was, whether you ever varied the price charged for machining?

No.

16242. And that machining was all done in your shops in the barracks, or out?

Yes.

16243. And you say that the women invariably knew what you were going to stop for the machining?

Yes.

16244. At the same time they signed for a larger sum of money than they got?

Yes, they did.

16245. The more you deducted for machining, and the less, therefore, you gave for finishing, practically, the larger would be your profit. I will assume a case: if you deducted more for the machining than you paid for the machining that would go to your profit?

Yes, or to pay working expenses.

16246. It would go to swell your profit?

Yes.

16247. And if you did less than the proper amount of machining for the sum which you deducted, that also would go to your profit?

I do not remember such a case.

16248. I will take a suppositious case; I will not take your case, but the case of any master tailor; if a master tailor did that it would go to his profit?

Yes.

16249. It has been complained, in evidence, that the proper amount of machine work has not always been done?

I have never had any complaints to that effect; perhaps, by omission, there might be a seam omitted, and if a woman brought it in we would willingly rectify it; but that was a very rare occasion.

16250. Now, with regard to these new regulations, what is the difference between them and the old?

These regulations under which we have conducted this business this last twelvemonth were simply trial, experimental.

16251. We understand from Colonel Munro that it was in August that some new regulations came out from the Admiralty?

Yes.

16252. I want to know what is the difference between these new regulations that came out from the Admiralty then and the former system?

It has given us less clerical labour, such as these weekly pay-sheets and one or two other privileges.

16253. That is the practical difference; how do you do the work now?

Something similar, only there is less clerical labour; we have not those weekly pay-sheets to do; that absorbed a lot of time.

16254. What have you got instead?

The book; we pay the people, and they sign the book when they receive their money.

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[Continued.]

16255. Have you got one of those books?

I have not; it is a large book.

16256. You keep your pay-sheets, I suppose?

Not the old pay-sheets; I have some of them.

16257. These books are kept since August?

Yes.

16258. How far back have you got the pay-sheets?

I have got some; some of them have been torn up; I have a quantity left.

16259. Can you give us the pay-sheets for any particular month, or two months?

I picked up two or three when coming away; one in September, and one in May last.

16260. Do you know how long you are supposed to keep these pay-sheets?

After our quarterly return is made, then I conclude that I could destroy them.

16261. Who do you make your quarterly return to?

To the Director of Contracts for the Navy, and to the Deputy Adjutant General of Royal Marines.

16262. Who is the Deputy Adjutant General of Marines?

General Williams was at that time; it is now General Jones.

16263. What is the nature of that quarterly report?

I have not one with me, but it is setting forth the women's names, and the amount that they have earned during the quarter.

16264. Does that come back to you, or do you keep a copy of it?

I keep a copy of it.

16265. That is a transcript of the pay-sheet?

Yes.

16266. Then you can let us have it, say, for the last quarter before this new system came in; what would be the last quarter?

That I could not tell, not from memory.

16267. With regard to those you keep; could you let us have the last three or four quarters?

I think so.

16268. What other difference is there in this new system; is there not a regular rate laid down which you are entitled to charge for machining?

Yes; I am permitted now to machine three items; there are other two that I am not permitted to machine.

16269. In those cases in which you charge for the machining, do you still, under the new system, have the woman who is the finisher, sign for the full amount, deducting the amount of the machining, or do you make it in two separate payments?

In two separate payments, now.

16270. So that, in that respect, there could be no longer any misunderstanding?

That is so.

16271. I presume these quarterly reports would give the names of all the women you employed?

Yes, during that quarter.

16272. Lord *Thring*.] Under the old system, when you deducted what you chose for machining, how many articles did that apply to. I understand that under the old system there were several articles, notably, shirts, for which you deducted

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[Continued.]

deducted a certain sum for machining, and paid the residue to the workwoman, and she signed for the whole?

Yes.

16273. Now I understand, also, that those deductions were at your discretion; there was no check upon you?

No.

16274. That being so, what was the advantage of the Admiralty price being fixed to one article if you could diminish or increase that price as you liked?

It was no advantage to the Admiralty.

16275. What advantage was it to have an Admiralty price when you could, at your own pleasure, increase or diminish it as you like?

I surmised that they wanted to see that it was just and fair to the women. I conjecture that the Admiralty made an inquiry, or the Director of Contracts made an inquiry, to see that we carried out all that was fair to the women, and paid them a sufficient price.

16276. That was the very question I asked you; how could the Director of Contracts know that you had paid the women a sufficient price, when, assuming that the price was a shilling, you could deduct ninnpence, if you liked, for machining, and yet the woman signed for a shilling?

In those days we were simply contractors, and we contracted to execute the work for a certain sum, and to employ the women belonging to the corps.

16277. Then were the prices entirely delusive?

Yes.

16278. Absolutely?

Yes; there was no division in those days.

16279. Then I understand you, that before August last the Admiralty statement of prices was an absolute delusion?

Twelve months prior to that those rules came out, which then bound me. The date is on that Paper that I handed in.

16280. What we have been told is this: it was admitted before the Court of Inquiry that you deducted a certain sum for machining, and that the women signed for the whole sum; you have told us that that deduction was in your discretion; I want to know what possible advantage it could be to the women for the prices to be fixed when you could increase them or diminish them at your discretion?

Your Lordship means the division of labour.

16281. No; attend to me; you must understand it, we were told that the Admiralty have fixed particular prices in order that these workwomen might know what they were going to get?

Yes

16282. We were further told that, as regards certain articles, at all events, you deducted for machining those articles a certain price, and then made the women sign for the whole. I ask you how the list of prices could be of any possible use to the women when you could increase or diminish it by deducting as much, or as little as you liked, for machining?

I deducted that which I thought was honest.

16283. I do not deny that; but I only ask you the question how could the woman know; supposing you did not deduct more than was honest, how was she to know that you did not when she signed for the whole, and had no control over the deduction?

By the value of the labour that was done.

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[*Continued.*]

16284. How could the woman know whether a price was honest or dishonest over which she had no control, and when she signed for the whole?

She would know how much, I deducted for it.

16285. But supposing she thought it was too much, what remedy had she? Then she would have appealed against it.

16286. To whom?

To me; and if not satisfied, she could have appealed to the commandant if she had fault to find.

16287. But she never did?

Never; there has never been any complaint.

16288. Was not the Director of Contracts aware that you, at your own discretion could deduct as much as you liked for machining?

I never made it a secret; he might have known it.

16289. Was it under his authority, or was it not that you deducted from the price that was put down by the Admiralty, at your discretion, a sum for machining; was that under his authority or not?

No, it was not.

16290. Then it was a fraud on the Director of Contracts; it was without his knowledge, at all events?

I suppose so.

16291. Was it ever brought under the knowledge of the Director of Contracts that you transacted your business in that way?

No.

16292. We were told that it was the practice; how long had this practice of deductions continued?

I always machined those shirts.

16293. How long?

Ever since I have been in the Marines.

16294. And how long is that?

Twelve years.

16295. Then for 12 years, without the authority of the Director of Contracts, and he believing that the prices were paid as stated, you deducted at your discretion for machining?

Prior to last year it was in our hands; the Director of Contracts had no power over the price that we paid.

16296. Then what was the statement of prices?

Prior to 18 months ago, I mean, we were simply contractors.

16297. Lord *Thring*.] Then I am doing you an injustice; what I understood you to refer to was the pay-sheet brought forward at the time of the inquiry?

16298. *Chairman*.] There have been two changes; there was the change made in August last, and there was another regulation 12 months before that?

Yes.

16299. Before that I understand that you were entitled to deduct anything you pleased?

Yes.

16300. Lord *Thring*.] Now I am confining myself to the pay-sheet brought forward at the Court of Inquiry; we were told, and it has been proved, that in
a certain

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[Continued.]

a certain case in that pay-sheet you deducted a certain sum for machining, and paid the residue only to the woman, and that she signed for the whole; was that or not the case?

Yes, it was.

16301. I want to know with respect to that particular pay-sheet, was the deduction made under the authority of the Director of Contracts, or was it not?

No, it was not.

16302. Then, what right had you to make the deduction in that pay-sheet?

The reason I did it was to simplify the work, and be able to spread the work out to the different people who could not take it and make the garment right throughout.

16303. But you did that without any authority?

Yes, without any authority; on my own authority.

16304. And you did it at your own discretion?

Yes.

16305. Then, I repeat my question; how could the woman know that she was not cheated; she expected that she was to have a certain sum, and you deduct a sum at your discretion, and give her only the residue?

She would know the price that she was supposed to be paid when she made the garment right throughout.

16306. Keep your attention to this particular garment on which you made a deduction; I want to know how you justify the deduction being made without the woman being able to tell whether she was cheated or not?

I applied to the women to know whether they preferred to make the garments right throughout or have them machined, and in nine cases they preferred to have them machined, and for me to stop this $1\frac{1}{2}d$.

16307. Then you say that in this particular case it was done with the assent of the woman, do you?

Yes, when I started it; it was a new thing.

16308. You admit that it was done without authority; but was it done or not done by agreement with the women?

Yes; they had consented to it.

16309. How "consented"?

I had asked several of the women whether they preferred to make the shirts right-out or have them machined for them.

16310. Did you ask them all?

Yes; they were all present, those that applied for work.

16311. Lord Clifford of Chudleigh.] You never had any complaints from the women that they would like to take out the shirts and get the whole amount?

No; I have never been asked that. When I have not been able to have them machined, when we have been busy, perhaps, on other garments, and we wanted these shirts, I have given them out to be made right out, and they preferred them being machined.

16312. We had an instance quoted of a woman who was reported to us as having said that she had a machine, and had bought that machine on the faith of an assertion of the former master tailor that she would have the machining of the work to do; do you suppose that such a case as that is probable, and that that woman never could have got the work at any time if she had liked to ask for it. I merely quote that as an instance; do you mean to say that that woman could have got the work from you without the machine-work labour expended upon it; could she have come to you and said to you, "I prefer to have this work without the machine-work done," and you would have given it?

I never had an application of that sort.

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[Continued.]

16313. Supposing that woman had come to you, would she have had any difficulty in getting the work?

Not if I had plenty of them not machined, and wanted them done; I should then have said, "Take them and finish them right out."

16314. But she could not have got them unless your machines were fully employed?

Such a thing has never been brought under my notice; I have never been asked for work without its being machined.

16315. I want to find out whether they could have got it if they had asked for it?

Yes, under the circumstances.

16316. That is if your own people were fully employed?

Yes.

16317. Who were these quarterly pay-sheets audited by?

By the auditor of the Marine Barracks, the second Commandant.

16318. Then he compared the quarterly pay-sheets with the weekly pay-sheets which were signed by the women?

Yes.

16319. Lord *Monkswell*.] I understood your answer to the question put just now to be that you always gave the women an opportunity of earning the full price, supposing your own machinists were fully employed?

Yes.

16320. If they were not fully employed the women would have no option but to take the work with any deductions?

Yes; I should have given the work to the women, and the women would have had the full price if not machined.

16321. But if your own women were not fully employed, these women would have to take the work with any deductions?

Yes.

16322. Did you ever make any deduction except for machining?

Never.

16323. You always gave the full price for every other article?

All the prices laid down in that schedule.

16324. Have you ever fined a woman for bringing work late?

Never; such a thing never entered my head.

16325. Were you ever interfered with as regards the choice of workwomen, would the Commandant ask you to employ one woman in preference to another, or would anybody in a superior position to yourself make any suggestion to you about the employment of the women?

I have been asked to employ women, and, if they are entitled to it, I always give them a form to procure the Commandant's permission.

16326. That is, to put the women on the list?

Yes.

16327. But when a woman is on the list it is not in the least necessary that you should employ her in her turn?

If she applies for work I give it.

16328. Every woman's name on the list, sanctioned by the commandant, is taken in order, you mean; there is no favouritism between one and the other?

Not the slightest; I never have a favourite in the work.

16329. Then your assertion is that you have had a certain list of women, which list is subject to the approval of the commandant, and that every woman

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[Continued.]

woman in that list, as far as you know, gets work equally with every other woman?

Yes, they do.

16330. *Chairman.*] Do you know how many women you have at work at the present moment?

On the books there are about 180.

16331. Working on the average all the year round?

No; because although a woman's name might be on that book, her husband might be sent to sea, and this woman might take service; she might go home to her friends in some other town, and when her husband returns after two or three years she would again apply for her work when they are living in the town.

16332. I asked you how many on an average are working at one time all the year round?

I have started as many as 86 in one night.

16333. Would 86 be an average number?

It would be more; it would be a very heavy night.

16334. I asked you what would be the average number?

About 60.

16335. And there are on the register, how many?

About 180; I will not confine myself to figures.

16336. Then there are a certain number out of those 180 who go away and take to service, because their husbands have gone to sea?

Yes.

16337. How many would you say of them?

A certain per centage; I could not say how many; they turn up year after year; those whom I have employed before.

16338. Do you suppose, taking it on an average, all the year round you employ half the number of women who are on the register, and ready to work?

Yes, quite.

16339. I think I understood from you that none of these women do any machining outside now?

They do machine these shirts that I am forbidden to machine; those shirts that I give out in a raw state, I may term it; they machine it themselves, or rather take it to women who can machine it, and do machine it.

16340. You do not know what they pay them?

No, I do not?

16341. What does your machining amount to per shirt; you pay your machinist so much an hour?

Not by the hour, by the week.

16342. Do not you know how much the machining costs you in the different garments?

No, I do not: not considering the expenses.

16343. Do you mean that you have never taken the trouble to calculate how much the machining costs you for a shirt?

No.

16344. You have not the faintest idea what amount of work the women who do the machining for you ought to do in the length of time that you employ them?

No, I do not know. I reckon that 1½ d. would cover the expense of machining a shirt.

16345. You have never calculated it out?

No.

(50.)

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16346. Now,

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[Continued.]

16346. Now, about the list of prices of wages ; is that put up in any place where the women can see it ?

It always was from the time that those papers were issued. I have faithfully carried out that order, and had them hung up in the cutting room or work-shop.

16347. Where are they put up ?

In a conspicuous place.

16348. In the cutting room ?

In the cutting room or workshop ; you may call it the workshop.

16349. How do these women get the work ; when do they come for it ?

The time is six o'clock in the evening ; from six to seven is my hour for taking in and giving out work, and of course I might run up to eight o'clock ; if it were a busy night I should not stop precisely at seven, but go on till I finished.

16350. And do they come to the barracks to get the work ?

Yes.

16351. Where do they come to ?

To the tailors' shop ; a passage where they wait.

16352. How do you give the work out ?

So many garments.

16353. Do they come into the shop to get it, or do you pass it out to them ?

They come into the shop, and I write out a ticket and give it them.

16354. Do you mean us to understand that of necessity every one of these women when she comes for her work must see the scale of prices ?

Yes.

16355. That she cannot avoid seeing it ?

No.

16356. And it is sufficiently large to be conspicuous ?

Yes ; they can always examine it.

16357. I asked you whether it was sufficiently large to be conspicuous ?

Yes, it is.

16358. Has the scale of prices been altered at all ?

On one occasion they have been increased one halfpenny the shirt.

16359. When was that ?

I cannot give dates ; it was seven months ago, just before Mr. Arnold White's visit.

16360. Do you suppose that the women would know that fact ?

I told them ; everybody knew it.

16361. If you had not told them they could not have found it out ?

No.

16362. They are not, probably, in the habit of consulting the scale of prices to see ?

Some of them do.

16363. If the work is not done to your approbation, what happens ?

I reject it ; that is to say, make them alter it ; tell them to take it back, and they must do it better or alter what is defective.

16364. I mean you could not reject it altogether, because a certain portion of it you would have done yourself, the machining ?

I should not reject it for the machining if our people machined it.

16365. You would make them, the women, do the finishing over again ?

Yes.

16366. What is the business of the chief cutter ; to do all the cutting out ?

Not all of it ; he does his portion.

16367. Do

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[Continued.]

16367. Do you do any cutting out yourself?
Yes.

16368. Who is your chief cutter?
A man by the name of L'Amie.

16369. I suppose you get a certain quantity of material, and for that material a certain quantity of goods must be made?
Yes.

16370. Then if you did not employ the proper amount of cloth the only saving to you would be in the cloth itself, that you could save and sell?
The garments would be rejected if the proper amount of material were not used.

16371. That is the only safeguard?
Yes; I should never make small garments; if the garments were found to be small they would be rejected.

16372. The check upon you for not employing the proper quantity of material in all cases is that they would be rejected at Deptford?
Yes, there are sealed patterns, similar garments.

16373. It depends upon whether they are rejected or not at Deptford?
Yes.

16374. Lord *Sandhurst*.] Have you ever had articles returned?
Hundreds; not for that fault however.

16375. *Chairman*.] I think you said that your quarterly accounts went up to be audited?
Not that they went up to be audited; the quarterly returns are audited.

16376. Audited in the barracks at Chatham?
Yes.

16377. By whom?
By the second Commandant.

16378. Was he the auditor at the time that this arbitrary deduction for machining took place?
I do not think he was aware of that deduction.

16379. The women you employ in your machine shop outside and in the barracks are not soldiers' wives, are they?
Some of them might be.

16380. But they do not come under any of these regulations as to the rate of wages that are to be paid?
No.

16381. Lord *Monkswell*.] Did you know who had spoken to Mr. Arnold White before this inquiry took place; what women had been talking to him?
No.

16382. I suppose naturally you went about collecting what evidence you could for the inquiry?
No; I treated the matter with indifference. I was very much annoyed; I felt annoyed, but I never sought or collected evidence.

16383. You let matters take their course?
Yes.

16384. You did not go round collecting evidence?
No, I did not.

16385. You did not ask the women what evidence they were prepared to give?

Some women voluntarily came and told me; asked me if I had heard so and
(50.) 3 H 3 so.

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[Continued.]

so. Some of the women who were called on, themselves have come to me ; but who the informers were I did not know ; I had my suspicions.

16386. The women called on you and told you that people had been giving evidence to Mr. Arnold White ?

Yes.

16387. *Chairman.*] Do you know at all whether there was an idea among the workpeople that there was any danger that, if the master tailor was interfered with, the Admiralty might do away with this system altogether, and that so might be deprived of work ?

No ; I was not aware of that.

16388. Have you ever said anything to that effect yourself ?

No.

16389. You have never said anything that could lead them to imagine that if anything was done to interfere with the master tailor, whoever he might be, the system would be abolished altogether and the women be deprived of all work ?

No ; I never told the women anything of the sort.

16390. Lord *Sandhurst.*] We have had some statements that certain garments are taken from the women at a very reduced price from that named in the list ; for instance, I think there were some serge tunics for which the price on the scale was 1 s. 3 d., and the price given to the women was 7 d. ?

They had the scale price paid to them.

16391. Then that statement is untrue ?

It is.

16392. And also about trousers ; I think it was stated that 7 d. was given, and it ought to have been 1 s. 6 d. ; is that also untrue ?

Eightpence for finishing ; that was the division ; that was one of the articles we machined, and divided the labour.

16393. Lord *Clifford of Chudleigh.*] Is there any order or regulation that came out between the scale of prices of 1887 and August of this year about machining ?

There is a note to the scale of prices of 1887 giving me permission to machine things that hitherto were machined.

16394. Then you made no deductions for machining, except with reference to things that had previously been machined ?

That is so ; and had I not machined some of the articles I could not have manufactured them at all.

16395. You took that note, did not you, as an implied authority that you might make a deduction for machining.

Yes.

16396. That is the way you read it ?

Yes. I should not be expected to machine garments for nothing at all.

16397. *Chairman.*] Does not that note apply to everybody ; does it not mean that the women may machine ?

No ; I took it for myself.

16398. Lord *Thring.*] Do I understand that you contend that under that note you are authorised now, whereas you were not authorised before, to do such portion of the garments that you like by machining, and then to hand the garment over to a workwoman, and pay her the residue ?

Yes, to finish ; I took it for granted that it implied that. I could not have manufactured some of those things if I had not machined them.

16399. *Chairman.*] This is the scale of prices issued on the 27th of February 1887 ; that is not in force now, is it ?

The prices paid are in force.

16400. But

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[Continued.]

16400. But the system is changed?

The system is slightly changed.

16401. And prior to this you were a mere contractor, and did what you pleased?

Yes.

16402. The footnote to it says that two articles which have hitherto been "made by machine may be made in future by hand or by machine," but that "all other articles *must* be made by hard labour;" am I correct in saying that that means that any persons, whoever they may be, the master tailor or the women, or the finishers, or anybody else, are entitled to employ machinery in making a couple of articles that are specified?

Yes.

16403. But you, as I understand, claim under that that it gave you a right to make an arbitrary deduction for the cost of machining, and to take it off the scale price laid down by the Admiralty, whereas the women signed a receipt for the total amount?

Yes.

16404. Lord *Thring*.] Is that form authorised by the Director of Contracts? Yes; it is issued from the Director of Contracts.

16405. Lord *Sandhurst*.] The Director of Naval Contracts?

Yes.

The Witness is directed to withdraw.

MRS. CATHERINE BROOKS, is called in; and, having been sworn, is Examined, as follows:

16406. *Chairman*.] HAVE you been in the habit of doing work at Chatham for some time?

Yes.

16407. How long?

I have been at Chatham for 14 years.

16408. What kind of work do you do?

I have had several sorts; generally serge frocks and flannel coats.

16409. Is there any machining done on them?

All hand-sewn?

16410. How do you get that work; do you go to the workshop for it?

Yes; I get it from Mr. Fraser.

16411. Have you ever studied the list of prices hung up on the wall?

Yes; I have seen the list of prices on the wall.

16412. You have looked at it to see what you ought to get?

Yes.

16413. Could you find out by that there had been a change made a short time ago of a halfpenny in a shirt?

I have not had any shirts lately.

16414. You did not happen to see it?

No.

16415. Have you anything you wish to say?

No.

16416. Lord *Sandhurst*.] Supposing that you were dissatisfied with your treatment by the master tailor, to whom should you apply?

If I were dissatisfied I should apply to the commandant, but I am not dissatisfied.

(50.)

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16417. He

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Mrs. BROOKS.

[Continued.]

16417. He would be the power to whom you would refer if you were dissatisfied?

He would be.

16418. *Chairman.*] Is there any difference in the price you get now for this work from what you have got five years ago?

Not for the coats; for the serges we did once have 1 s. 2 d. a long time ago, but we have 1 s. 3 d. now; we have been receiving 1 s. 3 d. for some time now.

16419. Is anything of a lower price now than it used to be?

No.

16420. You get the material; do you find your own thread?

No, we find nothing; it is all found for us.

16421. All given?

All given.

The Witness is directed to withdraw.

Mrs. SARAH PRYME, is called in; and, having been sworn, is Examined, as follows:

16422. *Chairman.*] WHAT class of work do you do?

Blue cloth trousers for the hospital; contract work.

16423. Is there any machining in that?

I do not do the machining, only the finishing.

16424. Where is the machining done?

Outside, by proper hands.

16425. Who is it done by?

Two or three hands do it.

16426. How do they get it; do you give it to them?

No; the master tailor gives it to them.

16427. What does he deduct from you for doing it?

I do not know. I get 8 d. a pair for finishing.

16428. Do you know what the Government price is?

No; I do not know.

16429. Did you ever take the trouble to find out?

No.

16430. Have you ever seen the list?

Yes; I have seen the list.

16431. You have never looked at it?

I have seen the list, but never taken any notice.

16432. You are quite satisfied?

Yes; I am quite satisfied.

16433. You do not know whether anything is taken off for the machining or not?

No, I do not know what is taken off.

16434. Do you always get the work properly machined when it comes to you?

Yes, what I have has been done very well.

16435. Have you any idea what it would cost you to get it machined if you were allowed to do so?

I could do the machining; but I would rather do the finishing.

16436. What

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Mrs. PRYME.

[Continued.]

16436. What would it cost you to get it machined?

I have a machine if I wanted to do it.

16437. Why do you not do it yourself?

I would rather do the finishing.

16438. Why; would you not sooner do both?

I do not want to do both; I would rather have them done ready for me.

16439. You think you make more money that way than you would make if you did it all?

Yes.

16440. Why do you think so?

I do not know.

16441. Lord *Monkswell*.] What do you do with your machine?

I do my own work with it.

16442. *Chairman*.] I suppose if you did the machining you would probably have to employ some one to help you?

No; I could do it myself.

The Witness is directed to withdraw.

MRS. EMILY RIARDAN, is called in; and having been sworn, is Examined, as follows:

16443. *Chairman*.] WHAT kind of work do you do?

The serge frocks and flannel coats.

16444. All hand-sewn?

No; some parts machined and some sewn.

16445. Do you do the machining yourself?

Yes.

16446. You do the whole of the work; machining and handwork?

Yes.

16447. How long have you been doing that?

Nine years now.

16448. What price do you get for them?

1 s. 3 d. for the flannel coats, and 1 s. 3 d. for the serge frocks.

16449. What do you consider the machining costs; what proportion does the machining bear to the finishing in the serge frocks?

There is no machining whatever in the serge frocks; in the flannel garments there is machining, but not in the frocks.

16450. Do you know what is paid for those same articles that you machine for the finishing alone?

I have never had them to finish only.

16451. You do not know what is paid for that?

No, I have never had them to finish.

16452. You think it pays you better to do the finishing and machining both?

Yes.

16453. Do you know what the price settled by the Admiralty for these articles is?

No.

(50.)

3 I

16454. You

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Mrs. RIARDAN.

[*Continued.*]

16454. You do not know whether you have been receiving the proper price or not?

No. I have always been satisfied with the price.

16455. If the Government price were larger you would not want to take it? I should not refuse it.

16456. Have you ever seen the scale of prices?

Yes; for the shirts and such things.

16457. Are you at work all the time.

Yes, I am always employed on the work that is there; sometimes there is a little time without it; when a contract is finished we have to wait until another comes in.

16458. There is not any regular period of slack time, is there; the work is pretty regular?

Yes.

16459. Is your husband in the barracks?

He is a musician in the band?

16460. Does he go to sea?

No.

{ The Witness is directed to withdraw.

Ordered, That this Committee be adjourned to Tuesday next,
at Eleven o'clock.

Die Martis, 11^o Decembris, 1888.

L O R D S P R E S E N T :

Lord Archbishop of CANTERBURY.
Earl of DERBY.
Earl BROWNLOW.
Viscount GORDON (*Earl of Aberdeen*).
Lord CLIFFORD OF CHUDLEIGH.

Lord FOXFORD (*Earl of Limerick*).
Lord KENRY (*Earl of Dunraven and Mount-Earl*).
Lord MONKSWELL.
Lord THRING.

LORD KENRY (EARL OF DUNRAVEN AND MOUNT-EARL), IN THE CHAIR.

Mr. JAMES BALL LAKEMAN, is called in ; and having been sworn, is Examined, as follows :

16461. *Chairman.*] You are an Inspector under the Factories and Workshops Act ?

Yes.

16462. How long have you been an Inspector ?

Twenty-four years.

16463. Which is your district ?

I had better, I think, give you the boundaries of my district.

16464. Will you do so ?

I will take you first to Bridge-street, Blackfriars, by the water-side ; we then follow the river to Wapping ; then we turn up to the north by New Gravel-lane, crossing the Ratcliffe Highway ; then the intersecting streets to Cable-street ; then the intersecting streets to the Commercial-road ; then likewise to the Whitechapel-road ; up the Cambridge Heath-road ; taking the line of railway to Stamford Hill ; then going north to Enfield, taking the Great Northern Railway as far as the town of Stevenage ; going westward then to Buckinghamshire, taking the boundaries of the counties coming down south to Willesden.

16465. When you say " we go," whom do you mean ?

That is the official district ; myself and my junior.

16466. Do you mean that you and one junior have to do all the inspection in that district which you have described ?

Yes. I have not given you all my boundaries yet. I come to Willesden ; from Willesden I take the line of the North London Railway until I come to Dalston ; when I get to Dalston, I leave the rail and take the Kingsland-road on one side until I come to Shoreditch : from Shoreditch I take one side of the road to the City-road ; I then go northward to the Angel at Islington ; I then go down through Pentonville into the Farringdon-road ; from the Farringdon-road I go into Farringdon-street, across Ludgate Circus into Bridge-street, Blackfriars, where we started. All inside those boundaries is supposed to be kept under inspection by me and a junior.

16467. Have you any idea what the population is within those boundaries ?

I could not at all say what the population would be ; the urban and suburban population would be very great, laying aside the country.

(50.)

3 I 2

16468. Have

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Mr. LAKEMAN.

[Continued.]

16468. Have you any idea of the number of factories and workshops in it?
Yes; I have nearly 4,000 factories.

16469. And workshops, how many?

And workshops innumerable. Those that enter into competition with factories may be numbered at about 10,000; that is to say, those that enter into competition as to extent with factories.

16470. And the smaller ones?

The smaller ones are innumerable.

16471. And your duty is to inspect all those factories and workshops with the assistance of one junior?

One junior.

16472. Perhaps you will tell us exactly what your duties are?

My duties as to a factory and my duties as to a workshop?

16473. Yes?

The factory has to be examined first as to hours of labour, the ages of those employed, meal times given regularly, and according to the specified time on the abstract; the sanitation of places to be inquired into; the ventilation to be examined and seen into, and the overcrowding, if it be there, to be reduced, and to see that all mill gearing and machinery are closely fenced. Check visits at night are made frequently in order to check them as to the proper time for leaving off, especially under what we call the overtime clauses of the law; to see that the time is not exceeded, and that the hours of work in the total of the year do not exceed the privilege which is given to them for overtime working. In workshops we have the same thing to do, but there is not that rigidity in the inspection of a workshop that there would be in a factory, and for this reason; because in a factory a book is kept called the Government Register, and in that book will be entered the dates upon which the lime-washing and cleansing of the factory has been done; the times when the holidays are given according to law are entered; and the names of all children and young persons are entered in that book, and in that book the surgeon appointed affixes his signature to the declaration, the printed matter affirming that they are physically fit to do the work that they are there to do.

16474. That the children are physically fit?

The children and young persons. We therefore have, under that system, an established fact as to certainty of the conditions under which these people work. But, in a workshop, there is nothing of that kind, and the inspector will take things entirely upon trust, unless by his own observation he can detect that which may be wrong.

16475. I suppose there are regulations framed for your guidance, are there not?

We have the Act of Parliament.

16476. Will you tell the Committee what are the general matters which come under your control. You spoke just now of sanitation?

As to sanitation in our factories we are able, by the power that we have, to deal with sanitation, and generally effectually so; but in our workshops we have no power except in some cases. The division of authority and no authority, is according to whether or not there be young people at work in a workshop. If we see a work-shop to-day with 20 men and women, and one girl or one boy under the age of 18 years, we then can enforce all the code as to sanitation in that workshop. Six months hence we might go there again and find that this boy or girl had been removed, as we often find to be case; because people are now being educated as to the difference between the obligation on the one side and the non-obligation on the other; these people are being educated in London to that one fact, and they will dispense with the labour of the young person so that the factory inspector, when he enters, should have no power to insist upon sanitation in that case.

16477. Then in that case the local sanitary authority should step in?

They should step in. Then you see in regard to a factory there is no such reservation;

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[Continued.]

reservation ; because as I could show you from our Act of Parliament, whatever clauses there are in the Act as regards relaxation of the law, these relaxations are confined to the word "workshop," and nowhere are they found as applying to the word "factory."

16478. Perhaps you will give us the clauses in the Act that regulate you in the matter of sanitation ?

I would first of all read to you our general Section in regard to sanitation. It is Section 3 of the Act, 41 Vict. c. 16. The Act is known as the "Factory and Workshop Act, 1878." It says, under Section 3, that—"a factory and a workshop" (I should like your Lordship kindly to remember that they are coupled) "shall be kept in a cleanly state, and free from effluvia." (There I should like you please to note that we have the word in the plural number) "arising from any drain, privy, or other nuisance. A factory or workshop shall not be so over-crowded while work is carried on therein as to be injurious to the health of the persons employed therein" (that reservation is also worthy of your Lordships' consideration ; there is a negative influence in it), "and shall be ventilated in such a manner as to render harmless, so far as is practicable, all the gases, vapours, dust, or other impurities, generated in the course of the manufacturing process or handicraft carried on therein that may be injurious to health." There we find proof required before we can really put our finger upon what we should call a blot, and say that that blot should be remedied.

It is open to argument as to degree, whether or not, even though there may be vapours and dust generated, they are injurious to health. The occupier might say to me, "Are you a scientist ? are you a layman ? How can you therefore as a layman come to me and argue upon a scientific question ?"

16479. Is it left to you to decide whether the over-crowding is of a nature to be injurious to health ?

I may perhaps tell your Lordships that I have had one case, and only one that has been tried under the law, under Section 3, in the City of London, wherein I brought with me my certifying surgeon who tested the atmosphere in a scientific manner, and he was able to give evidence at the Mansion House, which showed very clearly that the place was over-crowded, and that the atmosphere was vitiated ; and there we had the penalty inflicted.

16480. I mean, there is no regulation laid down for you as to the number of cubic feet of air in proportion to the number of persons, and so on ?

The over-crowding has lately been brought before us, not by Act of Parliament, but by Order, and the Order is that there shall be 250 cubic feet given during the day, but that after eight o'clock at night there shall be given 400 feet. The Secretary of State has sanctioned that in regard to over-time, and it has become a duty on the part of occupiers to conform to it as such as though it were stated in the principal Act.

16481. Would you explain that a little further. You say this has been an Order ; an Order by whom ?

By the Secretary of State. The Secretary of State has power under this Act to make any addition or alteration that he may feel disposed, in the Act of Parliament ; I mean that the Secretary of State has power to increase the functions, if I may so call them, of the Act of Parliament by extending its privileges or its modifications to trades other than are mentioned in the Act of Parliament.

16482. Under what section of the Act has the Secretary of State the power to do what you say ?

Under Section 63. It is headed ; "Supplemental as to Special Provisions," and is as follows : "Where it appears to a Secretary of State that the adoption of any special means or provision for the cleanliness or ventilation of a factory or workshop is required for the protection of the health of any child, young person, or woman employed in pursuance of an exception under this part of this Act, either for a longer period than is otherwise allowed by this Act, or at night, he may, by Order made under this part of this Act, direct that the adoption of such means or provision shall be a condition of such employment."

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Mr. LAKEMAN.

[Continued.]

16483. What is the meaning of "in pursuance of an exception under this part of this Act?"

Because there are exceptions to the Act itself according to the circumstances of trade, which I will refer you to now. I hope that I have not misled your Lordships by anything that I have said in the matter. What I wish to convey is simply this: that the Secretary of State can, if he should feel disposed, relax any Order that has been passed under the law, or that he might specially apply the stringency of the Act to any other trade that he might think fit.

16484. There are a great number of exceptions mentioned in various clauses of the Act, are there not?—Yes, a number.

16485. And what I understand you to mean is that in the case of one of those exceptions the Secretary of State has under Clause 63 certain powers?

Yes; to relax any Order, or to place those trades that are not under the stringent provisions of the Act under them.

16486. And that is what you mean by saying that the Secretary of State has power to add to or alter the Act?

In reference to the special exceptions which are made under the law.

16487. Earl of *Limerick*.] Can you say, as a matter of fact, whether that Order was laid before Parliament, as required by Clause 65?

It is also stated in this Act that they must be entered and published in the "London Gazette" before they become law.

16488. *Chairman*.] In Clause 65 it says that they must be laid before both Houses of Parliament; do you know whether that Order was laid before Parliament?

Yes; the document shall be produced to your Lordships in a moment.

16489. What you mean is that the Secretary of State has in certain exceptional cases certain powers granted to him by the Act, and that he can make an Order concerning them, which Order must be published in the "London Gazette," and laid before both Houses of Parliament?

That is so.

16490. You were telling us that in pursuance of those provisions the Secretary of State had made an Order as regards the quantity of air necessary?

The cubic space. So that we have since the issue of that Order, as far as we can, enforced that volume of 250 and 400 cubic feet; indeed I may say that we have done it in our workshops successfully. We have had several places rebuilt, and where that could not be, the numbers have been reduced, to the loss of production for the time being; but they have generally made up for it by extra room being taken.

16491. How are the factories defined for you; what is the definition of a factory?

A factory is a place where any manufacturing process is carried on by the aid of motive power.

16492. That is by the aid of machinery?

Precisely so.

16493. Then there are factories in the ordinary sense of the term which you are not authorised to enter?

There would be what would be called domestic factories.

16494. Lord *Thring*.] You have no right to go into factories where there are none but adult men, have you?

Yes.

16495. For what purpose?

Not to inquire as to the hours of labour or times of meal, but as to the dangers arising from unfenced machinery.

16496. *Chairman*.] As I understand you, a factory is defined as a place where any manufacturing process is carried on by the aid of motive power?

Yes.

16497. Then

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[Continued.]

16497. Then I asked you whether, practically, there were any factories that you were not authorised to enter any factories in the ordinary acceptance of the term?

No. Would you allow me to supplement my answer as to what a factory is? There are other trades; some trades which are carried on in what are called factories where there is no motive power. For instance, a letterpress printer might have no motive power in working his presses; a bookbinder might have no motive power in doing his work; still those places are factories by reason of the process which they carry on.

16498. What I want to get at from you is, are you authorised to enter them?

Yes, we do always.

16499. Then you have authority to enter everything; all factories, whether they employ machinery or whether they do not?

Whether they employ machinery or whether they do not; and if there be only adult males there.

16500. What is your definition of a workshop?

A workshop is a place where any handicraft is carried on, and where no motive power is used.

16501. Lord *Thring*.] Do I understand you to say that you can go into a factory where there is no motive power used?

Yes.

16502. But how is that a factory?

By reason of the process carried on.

16503. You told us that the definition of a factory was, a place where work was carried on by motive power?

And other factories where there was no motive power. I cited the letter-press printer, and the bookbinder, for example.

16504. But those are particular places named?

They are named in the Schedule to the Act as being factories under Section 93.

16505. *Chairman*.] The definition is contained in Clause 93?

Yes.

16506. Then you put in that clause as giving the definition?

Clause 93 tells you what a textile factory is, what a non-textile factory is, and what a workshop is.

16507. What I understand from you is that, in your opinion, under that clause you have authority to enter any factory?

My authority is not given to me under section 93, but under section 68; but under section 93 these are the places which an inspector has to go to.

16508. Cannot you answer my question, whether, distinctly in your opinion, you have power under the Act to enter all factories?

Yes.

16509. And all workshops?

Not all workshops.

16510. Now will you explain to us what workshops you cannot visit?

The 68th section says, that the inspector shall have power "to enter, inspect, and examine, at all reasonable times by day and night, a factory and a workshop, and every part thereof, when he has reasonable cause to believe that any person is employed therein; and to enter by day any place which he has reasonable cause to believe to be a factory or workshop; and to take with him in either case a constable into a factory in which he has reasonable cause to apprehend any serious obstruction in the execution of his duty; and to require the production of the registers, certificates, notices, and documents, kept in pursuance of this Act, and to inspect, examine, and copy the same; and to make such

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[Continued.]

examination any inquiry as may be necessary to ascertain whether the enactments for the time being in force relating to public health and the enactments of this Act are complied with, so far as respects the factory or workshops, and the persons employed therein;” and then it goes on, “to enter any school,” and so on.

16511. But I wanted to find out from you what are the workshops you cannot enter?

The workshops we cannot enter will be those that are to be found under Sections 15 and 16.

16512. What is the practical meaning of those two sections?

The Sections 15 and 16 are really exceptions to the general Act as regards the employment of women in workshops. You find that the provisions in Section 14 are, “with respect to the employment of children in a non-textile factory and a workshop.” Then, turning back, Section 13 is, “with respect to the employment of young persons and women in a non-textile factory, and of young persons in a workshop.” Then when we come to Section 15, it says, “With respect to the employment of women in workshops, the following regulations shall be observed.” There we find that if there be one young person amongst a number of women in a workshop the factory inspector has full jurisdiction as though they were all young persons; that is to say, under 18 years of age; but if there be no young person there, say that they are women above 18 years of age, the Factory Inspector has what I may term partial jurisdiction; that is to say, under the Act they are allowed to work from six o’clock in the morning to nine o’clock at night, with an interval of four and a-half hours for rest and meals: they are not required to hang up any notice to show the hours that they do work, nor the times when the intervals are taken, but the inspectors can go in there after nine o’clock at night, which is shown in the Act as the latest time they can work to, and if they should be employed after nine o’clock at night they are breaking the law.

16513. Then you have access to these workshops?

After nine o’clock at night.

16514. What are the workshops to which you have not access?

Then we come to Section 16, as to which, I may be allowed perhaps to tell your Lordships, that I attach a very great deal of importance to the Section, because at the time of the passing of this Act that which we now know to exist was not known. “Where persons are employed at home, that is to say, in a private house, room, or place, which, though used as a dwelling, is, by reason of the work carried on there, a factory or workshop within the meaning of this Act, and in which neither steam, water, nor any other mechanical power is used in aid of the manufacturing process carried on there, and in which the only persons employed are members of the same family dwelling there, the foregoing regulations of this Act with respect to the employment of children, young persons, and women, shall not apply to such factory or workshop, and in lieu thereof the following regulations shall be observed therein.” Then follow the regulations under which they shall be employed.

16515. Have you power also to visit these workshops?

Yes; we have power to visit these under reservation.

16516. But you told us just now that there were some workshops which you had no authority to enter?

Not without we get an order from the Secretary of State, or a warrant to enter it, being a private house. I say, “this is a dwelling house”; and if there are young persons working in a workshop, and in that workshop there is also a living room, the factory inspector would have no power to enter it, unless the Secretary of State gave him an order to do so.

16517. Earl of *Limerick*.] A special order in each case?

Yes; in each case, or a warrant I think from the magistrate.

16518. Lord

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Mr. LAKEMAN.

[Continued.]

16518. Lord *Thring*.] Can you quote the section under which the Secretary of State has power to give you the warrant or the order?

It is Section 69: "An inspector before entering, in pursuance of the powers conferred by this Act without the consent of the occupier, any room or place actually used as a dwelling as well as for a factory or a workshop, shall, on an affidavit or statutory declaration of facts and reasons, obtain written authority so to do from a Secretary of State, or such warrant as is hereinafter mentioned from a justice of the peace. The affidavit or statutory declaration above-mentioned may be inspected or produced in evidence in all respects the same as an information on oath before a justice."

16519. *Chairman*.] I understand from you that you have no rules or regulations that have been drawn up for you; that you have to be guided entirely by the Act of Parliament?

Yes; except of course, the guidance which we get from our Chief in matters of doubt, or matters that we require information upon.

16520. And you say that you have full power under the Act to visit all factories?

All factories.

16521-2. That is to say, all places that would be ordinarily called factories? Quite so.

16523. And that you have full power to visit a certain class of workshops which you have described; that you have partial power in the case of other workshops which you have described; and that there remains a class of what, I think, are sometimes called domestic workshops which you can visit only by special warrant from the Secretary of State, or from a magistrate?

Yes, that, I think, is correct.

16524. Then you have, in fact, very different powers in the various different cases; that is to say, in factories where machinery is employed, in factories where machinery is not employed, and different powers in respect to factories and workshops, and different powers as regards different kinds of workshops?

That is so.

16525. Have you any opinion you wish to express to the Committee about that condition of things; I mean do you think that the usefulness of an inspector, for instance, is in any way hampered or done away with by these various different powers and authorities which he exercises in different cases?

I think that the exceptions in force do detract now from the value of the inspector's work.

16526. You think that some simplification of the Act, or of the application of the Act, would render the inspection more effective?

Quite so. I think that if we take the higher classes of trades we find pretty well all that is necessary, all that ought to be done to secure conformity with the Act, and to do good to the people employed, done; but if we come to other classes of industries of a totally different character from those to which I am alluding, it seems to me necessary to have regulations so laid down on every minute point, that it gives no one an opportunity of using discretionary power or argument in such a way as to defeat the objects of the Act. There is one very important thing in regard to the meal hours of workshops; that the exceptions are so numerous in this Act that it is difficult sometimes to apply it. Take the meal hours in the workshops in the clothing trade. It is very remarkable that although the one great grievance is the irregularity of meal hours, persons work through the periods allowed for meals, and we have complaints innumerable; "So-and-so gives no tea-time;" "So-and-so works through the dinner-time; why do you not stop it?" The law under the schedule says that the meal hours need not be given in such order as would be required to be done in other trades; that provided they do not exceed a period of five hours' labour they can fix the time for their meals when they please.

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Mr. LAKEMAN.

[Continued.]

16527. Earl of *Limerick*.] Five hours' continuous labour?

Continuous labour; and therefore the inspector has to find out amongst a class of people who will not tell him, specially in the presence of their employers, whether or not these five hours without a break will have been exceeded; and if he cannot find it out the law is set at naught.

16528. Lord *Thring*.] That is in the clothing trade?

Yes; and especially amongst those trades in regard to which the inquiry is now going on.

16529. *Chairman*.] What would you suggest as regards that?

That such a clause should not be allowed to be in force as regards the clothing trade; that the abstracts of the law should be filled up, and signed in regard to the hours of labour, and meal-times, precisely the same as they are in every other trade, and duly enforced.

16530. How many trades are there thus excepted in the same way as the clothing trade?

The Act of Parliament says, "wearing apparel"; we take wearing apparel to mean clothing, boots, hats, ties, scarves.

16531. Do the exceptions that you have mentioned apply only to wearing apparel?

Only to wearing apparel. And hereto are trades, as factories and other workshops.

16532. And you object to that exception?

I do. As bearing reference to clothing.

16533. Earl of *Limerick*.] Is under-clothing included in that?

Yes.

16534. *Chairman*.] I asked you whether this exception was confined to wearing apparel, and you said, yes?

In workshops; of course the meal-hours with regard to the blast furnaces, and so on, are quite a different thing.

16535. Were you talking merely of workshops, or workshops and factories?

In the answer I gave you I was not thinking of the blast furnaces at the moment; it is impossible almost for one to carry everything in his mind with regard to the multitude of exceptions that there are here; it is in every way complicated.

16536. I will confine myself to the question of the wearing apparel. As I understand from you, you object to the wearing apparel being excepted from the general operation of the Act as regards meal-times?

Yes.

16537. Do you object also as regards any other trade?

No; I think that the provision is quite wise in regard to the blast furnaces, and to the iron mills, and so on, because the labour is bound to be continuous, and the loss otherwise would be very serious in those large mills in the process of their manufacturing. Take for instance, a rolling-mill, and say that at the moment the clock strikes 12 a man is rolling a heavy piece of metal which is at a white heat; suppose the tong boys were called upon to stop the moment the clock struck, it would destroy the value of the man's work; but to my mind there is no reason whatever why that should be extended to these clothing trades.

16538. You think that in all the clothing trades there is no reason why the proper hours for the meal-time should not be fixed?

Quite so.

16539. And you think that the fact that they are not fixed makes it practically impossible, or at any rate very difficult, for the inspector to see that the spirit of the Act is carried out?

That is so; it is in Schedule 3, Part 2, to which I alluded in regard to this, because it is an extension of the modification that was allowed to blast furnaces,
iron

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[Continued.]

iron mills, paper mills, glass works, and letter-press printing works; and it went on further till it came to the textile factories where young persons or women work, and also "non-textile factories and workshops wherein is carried on the making of wearing apparel." That is in Part 2 of Schedule 3.

16540. Are the sanitary regulations different as between factories and workshops?

They are the same.

16541. I will ask you a question upon that point now. It has been suggested in evidence before the Committee that it would be an advantage if the functions of the factory inspector and of the local sanitary inspector were interchangeable to a certain extent; do you think that would be a good plan?

I should be very glad indeed to see something done that would insure a rigid inspection of those factories and workshops in a sanitary point of view; that one mode of inspection shall go *pari passu* with the other; that I certainly would like to see. In the City of London there is an Act (I hardly know what it is entitled, it is one of the Acts of Parliament in regard to the sanitation) which is peculiarly applicable to the City only. I have known their sanitary officers go into our factories in London and give certain instructions, even though they had followed instructions that I had given. I have no power to say to the officer, "I am the Government Inspector and I am empowered to do this; why need you trouble yourself about this?" he answers me, and says, "The law gives me that power and I have jurisdiction over every place in the City of London, whether it be a factory or a house"; and at certain times he does come in, and has ordered certain things to be done.

16542. You do not know the Act?

I cannot name it.

16543. Do you mean to say that he has power to overrule your decisions or orders?

I will not say that he has power to overrule our decisions; but I know in one case he did interfere with that which I had told a man to do; I do know that; and that is only an instance among others which I have known in my time in London.

16544. If you become aware of an unsanitary conditions of things in a workshop which you have no power yourself to visit, what action do you take in the matter?

It is reported in our weekly reports.

16545. Reported to whom?

To the Chief Inspector.

16546. Do you take any action to move the local authority on the subject?

Yes, we have at times moved the local authority, specially calling their attention to places where we cannot interfere. I might tell your Lordships that for years past in our work, in the East especially, we have been doing the work of these men; and we do it because we cannot help ourselves.

16547. How do you mean, you have been doing their work?

I mean that we have been insisting upon the reduction of overcrowding, and the insuring of cleanliness in places where only adult labour is to be found.

16548. Do I rightly understand that you have been doing their work by compelling them to do their own work?

No, not by compelling them to do their own work; but because when we find that places are in such a sad state we give them the overcrowding order, and require them to make the place clean, even though we have not the authority to do it, in addition to those where we have. You may ask me why I do it. It is for this reason: it is no use for us to attempt to enforce an Act of this kind unless it be generally applied; and if we only could make an impression on these people that we do wish to see places kept clean and wholesome—

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Mr. LAKEMAN.

[*Continued.*]

16549. What do you mean by "these people"?

The East-end tailoring trade. If we could make an impression on these people we do it even against our own ease and comfort, because we know that the supineness of these local authorities is so great that they will not move.

16550. How do you move the local authorities; what is the process?

May I refer to a report that was issued in 1884 with regard to the local authorities?

16551. Yes, if it is in answer to my question. I only want to know the process which takes place when you become aware of an insanitary condition of things, and have no authority yourself to interfere?

There were 1,478 house-to-house visitations made in 1884, and out of those 174 were outside the jurisdiction of the inspectors.

16552. By whom were these visitations conducted?

By myself and by my colleagues. And in 387 others we had no jurisdiction over the sanitary condition; but we had in regard to employment. Now these visits were made, and reports of what we found were sent to the sanitary authorities; and amongst them we found that there was no trap to the sink; that the drinking water from the cistern was not covered over; that heaps of filthy refuse were about; that there was no proper dust bin; and that the water supply that the people drank came from the same cistern as that to the w.c.; and that there were three families living in that one house. We also found filthy closets without water, that they were not ventilated, and that the smell was offensive. Another case was a dirty workroom; fowls all over the place; dust bin foul and uncovered, the w.c. offensive, and the workroom dirty. Another very dirty place strewn with filthy rags and bones, and the w.c. the receptacle for the refuse.

16553. We will not go into the details now. The 4th Section of the Act is the one that directs how the local authorities are to be moved in the matter, I think?

That is where we find any fault in regard to structural defects?

16554. Will you read it out?

"Where it appears to an inspector under this Act that any act, neglect, or default, in relation to any drain, water-closet, earth-closet, privy, ashpit, water supply, nuisance, or other matter, in a factory or workshop is punishable or remediable under the law relating to public health, but not under this Act, that inspector shall give notice in writing of such act, neglect, or default, to the sanitary authority in whose district the factory or workshop is situate—"

16555. That is the method you pursue in the case I asked you about?
Yes.

16556. Now take the opposite case; what occurs if the local sanitary authority becomes aware of an unsanitary condition of things which ought to be attended to by the factory inspector?

It is very singular that since your Lordships have had your sittings here, I have had I think six notifications from the sanitary authorities of nuisances that existed in workshops that come under our supervision; but until that period I had had none.

16557. Therefore they have the power, as I understand you, to notify you of the existence of any unsanitary condition in the factories or workshops which are subject to your inspection?

When I say power, I do not know that they have any legal power to inform us of it; but they would do so through courtesy I think.

16558. Is the employment of male labour affected in any way by the Factory Acts?

No, I think not.

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16559. How and to what extent is the employment of women affected by them?

The employment of women has been greatly improved under the operation of the Act.

16560. I want to know how it has been affected?

With regard to the employment of women under the Factory Law, it does not curtail them in any way as to the amount of work that they would themselves like to do, but they have all that they want under the provisions of the Law as regards their day's labour.

16561. I want to get at what your various duties are. I asked you whether the Factory Act affected male labour in any way, and you told me, no; I now ask in what way it affects female labour?

If we went into a factory where only men and grown-up women were at work they would be under the law the same as though they were young, and that is a singular thing; but as I told your Lordship before, in a workshop where adult women are at work, they have a margin from six in the morning to nine at night during which they can go on with their work; but if grown-up women were at work in a factory they would be subject to the factory rules.

16562. Is not the length of hours that women can work regulated by the Factory Act?

Yes, in a factory their hours are regulated by a series of hours of working, either from six till six, or from seven till seven, or from eight to eight.

16563. Is not that the case in a workshop?

No. I was wishing to explain that in the workshop they have the option of working between six in the morning and nine at night with an interval of 4½ hours during that period; that they can choose whatever time they like to work during that period; but when they are working in a factory they are subject to the factory rules.

16564. As regards what?

As regards the hours of labour, the regularity of meals, and ventilation, and cleanliness.

16565. Then the Factory Act interferes with adult female labour to the extent of limiting the hours of work?

Yes, limiting the hours of work to 60 per week.

16566. You said just now that if women were working in a factory they would be under the same regulations as if they were children?

Not children; young persons.

16567. What is "a young person"?

A young person is between the ages of 14 and 18.

16568. *Chairman.*] And "children"?

Under 14.

16569. How is the employment of children regulated by the Factory Acts?

In a factory a child who is 13 years old, with school qualification of Standard IV., can be employed all day as though it were over 14; but if a child between 13 and 14 has not that school qualification it is working upon the child system, which is this: either one-half the day at school, and one-half at work, or one day at work and one day at school.

16570. Then how is the employment of young persons regulated?

The employment of young persons is regulated upon what we call all-day employment. Every young person in a factory who is certified by the surgeon as physically fit for work, will work either from six to six, or seven till seven, or eight till eight, with an hour and a-half interval for meals; and if the overtime clauses of the Act relate to that trade in which young persons work, they can work on 48 days in 12 months till ten at night.

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16571. Does that apply to workshops?

To workshops as well.

16572. Sometimes you use the word "factories" and sometimes you use the word "workshops"; it is rather confusing?

In regard to the hours of labour there is no difference whatever between a factory and a workshop; the privileges are common to both.

16573. Are these provisions evaded in the factories and workshops?

They are not evaded in the factories; they may be perhaps evaded to a very small extent as regards meal hours, and they may be evaded in regard to the employment between eight o'clock at night and 10 o'clock at night, but I think little; and it may perhaps be right to state to your Lordships that the workers in factories, and the majority of workshops are so much alive to their own interests that they would not permit their masters to employ them contrary to the law without letting us know that they are doing it.

16574. You would say that the men and women employed in these factories thoroughly understand the law on the matter?

Quite so.

16575. And that they would take care to let you know if there was any evasion?

Yes, if the young folks were working too long.

16576. Of course from what you have told us as to the number of factories and workshops within your district, it would be impossible for you to frequently inspect them yourself; and you largely rely upon the fact that the workmen would communicate with you if anything were wrong?

Yes; we have numbers and numbers of communications where things go wrong. I may be allowed perhaps to say that in the area that I have to supervise one's whole time is taken up in the work that one has to do. I have to devote the whole of my time, morning, noon, and night, till 12 o'clock at night, in order to answer letters that are sent to me, to answer official questions, to post up my books, and to send notices to those who require them as to overcrowding and dangerous machinery; and I really do so (because your Lordship's question seems to involve it), that I do not once a month put my work down till the clock strikes 12 at night; indeed I may tell your Lordships this, that I have no amusement or recreation in my life. My domestic happiness is interrupted by the amount of work that I do; I do not speak to my people at home an hour a day, very often.

16577. What are your duties in the case of an evasion of the Act in the matter of meal times, and so?

If the law were evaded as regards meals we should submit a prosecution, if we thought it was a case that deserved it.

16578. Do you have to report the matter to the chief inspector, or do you have to deal with it yourself?

No; we send a prosecution report on, and he confirms it or otherwise.

16579. You send it on to the chief inspector?

To the superintending inspector; then he sends it on to the chief inspector.

16580. Have you had to take that course?

On many occasions we have prosecuted people for not giving proper meal times.

16581. That is to say, you have reported the matter, and prosecution has followed?

Yes.

16582. You told us that you rely largely upon the fact that the men and women employed would communicate with you if anything was wrong; do you think, therefore, that the inspection is sufficient in your district, that yourself and one assistant are capable of doing the work?

No, we cannot do it.

16583. You

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16583. You think that an addition to the staff would be necessary ?
Quite necessary.

16584. To what extent ; I mean if you have got any opinion about that we would be glad to hear it ?

If your Lordships were to say, " You having told us what your boundaries are, and taking this statute as your guide, and being called upon to administer the Act in every place you can, how many men do you think should be apportioned to your district," I should say, five.

16585. Five, instead of two ?
Instead of two.

16586. Now I want to ask you a question or two as to overtime. I think you alluded to that in your report to the Chief Inspector in 1887. You spoke a good deal about the factory hours being exceeded, and about overtime ; I allude to page 95 ; that does refer to overtime, does it not. You say, for instance, " The best employers cannot depend on more than nine months' work in a year, whilst the low-class sweater is not fully employed half his time ; but if factory hours were not exceeded, work could be spread over a wider space of time, and employment would be more continuous ; but as long as men will slave themselves as now in a calling much over-stocked, intermittent labour is bound to be the rule." I understand that when you say, " as long as men will slave themselves," you are speaking of overtime ; men working long hours ?

Yes.

16587. What is the law as regards overtime ?

Overtime is allowed 48 times in 12 months at the rate of two hours a day.

16588. That is in factories ?

And workshops ; there is no difference whatever in the provisions of the Act in regard to factories and workshops in regard to overtime ; the same refer to both ?

16589. What do you mean by " at the rate of two hours a-day " ?

The factory occupier can use his 48 times as he feels disposed ; he can make up his 48 times ; but having done that he ceases to have any more. A man may employ his people five days in a week till 10 o'clock at night, and he may run on till nine times five ; that will give him only three more times to use ; he may use those three on the first three days of the following week, but having done that he ceases to be allowed to work overtime any more for the year.

16590. Forty-eight times in the year at two hours each time ?

Yes.

16591. But that amount of hours he can cram into as few days as he chooses ?

As few days as he chooses, except Saturday.

16592. Do you think that is a good system ?

I have my opinions about overtime to this extent, that I would allow no overtime to be worked in the kingdom by any trade if I had my way.

16593. Do you mean that you would allow no overtime at all ?

No, none at all.

16594. Perhaps you would give us your reasons for that ?

The conditions of trade have altogether altered of late years. When the Act of 1867 was passed, being what might be termed an extension of the factory laws to all trades, the time when workshops were first brought under the notice of the public, and the inspection was confined entirely to local bodies, overtime was allowed in a good many trades ; because it was considered then that having regard to the peculiarities of the trades, the times of the year in which the trades were very busy, and also the opportunity that should be allowed to persons to work overtime to make extra money at certain times in the year, it would be wise in the interests of the operatives to grant them that. I think it was a very wise provision because it enabled masters to complete orders, it

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enabled women and young people to make extra money under the restrictions of the law, and it did them no harm. But we have come now into altogether a different state of things. In factories we run quicker. Hundreds and hundreds of workshops have become factories through the introduction of the gas engine ; they have machinery at work for them ; and the competition in trade is so great that the speed by which we run, and also the great speed by which we produce, overstocks the market so largely that it paralyses for some time even the very earnings of the people who have made overtime to produce it ; and it also has the tendency of producing a monopolising spirit in this country whereby the largest employer of labour can collect his forces upon this overtime system, and by that means produce so enormously that he will have a great portion of what I call the exacting fruits of labour ; and the manufacturers in the country who may be smaller people would not have an opportunity of taking a share of that work, whereby the producing power of the country would be scattered all over the country ; but the overtime clauses of the Act are gradually allowing bigger men to become bigger still ; the overtime clauses of the Act are gradually assuming, evidently to me, that poorer men under the law will become poorer through their not being able to face the stern competition of the bigger men with capital. I say, therefore, that as regards our workpeople, wages do not fall except in the unskilled parts of labour ; in the unskilled parts of labour the reward of labour does fall, because their superabundance compels them to seek for labour at whatever price may be dictated to them ; but our skilled labourers in whatever class of work you take are in requisition, and indeed they are sought for sometimes under terms disadvantageous to the masters in point of payment. Therefore, I say that although we could show that the labour of skilled people in fair times is in requisition, and that their payment is made according to a very liberal scale, the unskilled ones are not so sought after, and must take what they can get. I say then if we had a hard-and-fast line of labour, unless (I might say) in circumstances which can be proved to be extraordinary, it would be far better for them ; I mean if the overtime clauses were removed, and that one day's labour amounting to 60 hours work per week was the total that could be allowed to any person under the protection of the Factory Act.

16595. I do not quite clearly gather from you why working overtime is of so much greater advantage to a large man than to a small man ?

Because a large man has his wonderful appliances ; he has his instruments of production ready at hand to any amount ; and if a person says to the big man, " I want you to execute an order for me in three days, it must be done in three days," he can do it ; whereas hundreds could not do it.

16596. But those advantages would equally benefit the large man as against the small man without taking into consideration the question of overtime at all, would they not ?

That, I would submit to you, strenghtens my argument. If in the day-time the big man can overlap the medium man in power, how much greater advantage does he get when he is executing extraordinary orders which have to be performed in a very small space of time, because he is virtually working against time, which the little man has not the ability to do.

16597. The little man has the same power of working overtime ?

He has got the same legal privilege.

16598. But you say that practically he cannot do it ?

He is not able to take his share of the great competitive work that is done in the country. And, moreover, I know that some of our biggest people who do take some of these heavy contracts for quick time are not able at times to perform them all, but they hand them over to small men to do them for them.

16599. Would not doing away with overtime make some considerable difference in the cost at which the articles can be produced ?

No, I do not think it would at all. I think that we are able to do all that is required to be done with the wonderful appliances that are available ; and that if a girl or boy or a woman is called upon to work for 60 hours per week they would have done as much as need be. And, moreover, we find

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find in London that our young women and young people do not begin work at eight o'clock in the morning in many trades, as they are supposed to do; and it is by reason of this that I am so strong in my wish to see overtime done away with. They will come to work at nine o'clock in the morning instead of coming at eight; and when eight o'clock at night comes they ought to leave, but overtime is very often required in order to make up for the lateness of the hour at which they come in the morning. Therefore if they came at eight o'clock, and left at eight, they would not want to work overtime. But our female population in London, unfortunately, are very late risers. It is a question that I have gone into very largely, the character of these girls in London, and there are thousands of them. I have 75,000 working in my district in London; and these girls, instead of retiring in proper time and rising in proper time, have their pleasure; they retire late, at twelve or one o'clock in the night, and get up very late. I can tell your Lordships what I hear. I say to the girls, "You are just come in to your work?" "Yes, quite early enough for me." "I suppose you were not up very early this morning?" "No, I generally get up about half-past eight, and get here about half-past nine or ten, that is quite soon enough for me." But I know it is this; they will not come; they have their fashion, that they will come late in the morning to their work. In a moral sense, why should overtime be allowed, and for the very purpose of giving an opportunity to these young ladies (as they are called at the present day) to have their own crochets and ways in walking home at twelve o'clock at night.

16600. You mean that if there were no overtime they would be compelled to come early?

Yes; I am sorry to say that we are departing from system, and have no system; and our factory laws require to be held with a firm conscientious hand over our people now, in order that they should comply with the provisions of the law.

16601. I gather from you that you think that if overtime were abolished, work would be much more regular and continuous?

The production would be more uniformly scattered through the kingdom.

16602. And that the cost of production would not be in any way increased?
Not increased.

16603. Is it not the case that at any rate in certain trades, clothing, boots, and so on, there is occasionally a great demand, and that at other times the demand is very slack?

At times in the year in the boot and shoe trade, and also in the clothing trade, as in many other trades, there is a very good spurt.

16604. And at other times it is very slack?

And at other times they may be very slack through a depressed time, something abnormal; but in the ordinary course of things they have their full work to do.

16605. Then how would this great spurt be got over; how could the work be done, if overtime was not allowed?

The working from eight o'clock till eight (to take those times), whereby they would cease at eight o'clock whether done or not done, would not interfere with the power of the people of producing the amount required; because if a man is able to take a contract to do a certain work he ought naturally to be able to supply an amount of labour, especially with the superabundance of labour that we have now, to complete his work, by working up to eight o'clock at night. Then, if he would put more people in his workroom, I say an evil is apparent there which he ought not to be indulged in; a man should not be allowed to take on more hands than he has capacity in his place to provide for.

16606. Then do I rightly understand you that you think that when there is a sudden great demand the manufacturers ought to put on more hands?

Certainly.

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16607. And that to do so he ought to have a factory large enough to accommodate those hands?

Yes, certainly.

16608. Would it not result in this: that during the slack time of the year, four, five, or six months, a great portion of his space would not be used, and his machinery would be lying idle, and also during the slack time of the year he would be obliged to discharge a large number of hands?

These men make provision for the exigencies of their trade, and it is not at all likely that one man would be dissatisfied because he would have to provide a larger place for only a portion of the year; the profits that he makes upon his trade in the busy season are more than enough to recoup him for any loss that he may have through unused spaces during a portion of the year. It is not to be supposed that these men work for nothing, for they do not.

16609. You mean, I suppose, that one man would not consider it a grievance, because everybody else would have to do the same thing?

Yes; and we do not find these things arising in large factories. If you take our large cotton mills and worsted mills, where there is great space for everybody, you do not find those gentlemen complaining that when they are slack they have more room than they want; because the machinery required takes up the space.

16610. We will confine ourselves for the moment to the clothing, and boots and shoes. I understand from you that you think that the factories ought to be capable of accommodating enough hands to do the work at the busiest time?

Yes.

16611. But you admit that during a considerable period of the year, during the slack time, a large number of those hands could not be employed, and part of the machinery therefore would be lying idle?

There would be no machinery.

16612. Then I will say that all the factory space could not then be used; that you admit?

I admit that.

16613. What would become of those men who would then be discharged?

I do not apprehend that there would be a discharging of men employed in these trades, the boot and shoe and tailoring trades, in the present day.

16614. You think that the whole supply could be spread more evenly over the year?

That is my point.

16615. That these periods of alternately varying busy and slack times are not natural?

They are not. Some years ago all these times of pressure were anticipated, and if I were a purchaser of ready-made garments for Australia, I would come to London and see about my orders, and I would anticipate these orders so as to give the people time to do them and have them completed according to the time that I wanted them. But now all that has become changed; your telegraph upsets altogether former arrangements. A man sends a telegram to London saying, "I want so many bales of coats made up in a certain time." Naturally the man who receives the telegram might say, "I wish he had given me longer time to do them; I can scarcely do them in the time; if I do not do them somebody else will; I must tackle to and have them complete, because he is a good customer." In these practices, which have lately become the fashion in all our keen competitive mode of doing work, the workmen and the workwomen are not thought of; they are nobodies; the master who requires and the master who produces are the two, and the only two, factors in the case. I say, therefore, that if these two men are hurrying themselves all they can to make an enormous profit by seizing upon some opportunity which may be favourable to themselves, they do it at the risk of either working people

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people too long, or anyhow, doing them no good. It means that one day they work till 10 or 11 at night for women, and 12 o'clock for men; but for the next three or four days there is no work at all.

16616. And that spasmodic condition of work you think is an unnatural and unhealthy one?

An injurious one.

16617. Have you considered at all whether forcibly spreading the work more evenly over the year would not interfere injuriously with us in our power of competing with foreign countries?

I believe it would be one of the greatest blessings that England could have falling upon it, in a commercial point of view, if the overtime were abolished in this kingdom, because we are able to do more under our eight to eight system than any other nation in the world, and the Americans own it.

16618. You would know that there is considerable competition in cheap clothing, cheap boots, and so on, in the colonial market?

I have read so.

16619. And you do not think that we should be put at a disadvantage in that competition if overtime were abolished?

No; our style of clothing and of boot-making is such that our styles are more sought after than the styles of other nations.

16620. But that is not answering my question. I will assume that we are in competition with foreign countries for the class of goods which we supply to the colonies; what I want to know from you is whether you do not think that doing away with this overtime would make it more difficult for our manufacturers to compete with foreign countries in those goods?

No, I do not. Of course, you should understand that in my answers to your Lordship I am speaking of the employment of women and protected hands; and that with regard to men who feel disposed to work overtime, if they felt disposed to do so, there ought to be no one to say that a man shall not sell his labour as he likes; but, commercially speaking, I say he does more harm than good.

16621. We will suppose a large order for the Cape or Australia, or somewhere, which has to be executed in a very few days, according to you, you think it ought not to be able to be executed in a very few days?

Quite so.

16622. In that case would not that order certainly go abroad?

No the man would have given the order earlier.

16623. You have made inquiries, I think, into the condition of the sweaters' houses in the East-end of London, one in 1884 and another in 1887?

Two special reports on those things; but other reports have not been published.

16624. Have you in your mind any definition of "sweating"?

I have taken some little time to know what a sweater is, and I am convinced that there are two sweaters to every workshop. The first sweater is the man who is engaged by the owner of the cloth, and is called the "taker-in;" he gives the cloth out to these men, who take it to their workshops. This taker-in controls the price to be paid day by day; he will, to-day, give a certain sum for making up a garment, and to-morrow he demands labour for a less sum, and he will give a less price; but it is hardly, as it were, giving; it is a stronger mode than that. A man to-day will take a bundle which will last him a week; he will return that bundle in manufactured goods; the man gets paid for his work, and says, "Now I am quite ready to take another lot," the same style and material and all; he will not get the same price for making the second lot that he did for the previous one. Why? The man would not give it him. He might say, "Why do you cut me down; I had 2 s. 4 d. for doing this lot of coats; why do you cut me down to 2 s. 2 d." "You go away, and

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come again." The man is obliged to obey the orders ; he goes away and comes again. In the meantime the taker-in has seen other men who will do it for 2 *d.* less. The man comes back, and the taker-in says, "If you do not like to do these coats for 2 *s.* 2 *d.*, there are plenty that will;" and away this man goes, either rejected or accepted, upon the lesser terms. Now, that is a practice which is well known, and it is the ruling practice with regard to these people in regard to what I call the low class slop trades of the East-end. When the sweater gets his work in the workshop he sweats accordingly ; but there is a wonderful exception in the matter, that he cannot sweat his skilled workers. That is a feature which I have always looked on with great admiration ; he cannot sweat his skilled workers, because however poor in character the sweater may be, and however low the articles are that he is working upon, these skilled workers, machiners, and basters, and so on, that your Lordships have heard about, will demand their price and get it. But when you come to the unskilled ones then he can pay them what he likes. In a well-regulated workshop prices are fixed even to the woman who will do the plain work ; in a workshop she gets her price, because the master of that workshop has worked for 18 or 20 years for the same man and is well treated by him, and he treats his own people correspondingly.

16625. You have told us of cases where sweating occurs, but I asked you whether you had in your mind any definition of what sweating is ; we have had many definitions suggested to the Committee, and I only wanted to know whether you had any definition of "sweating" to give us ?

I call a sweater a man who exacts labour inordinately from a class of persons for his own benefit without giving them that reward which they deserved for their work.

16626. Getting an inordinate amount of work for an inadequate amount of wage ?

Yes.

16627. But I gather from you that in your opinion sub-contracting would not form an essential part of sweating ?

There is no sub-contracting in the coat trade.

16628. I asked you whether that would form an essential part of sweating ?

Sub-contracting would form an essential part of sweating in a great many of the trades in the East-end of London.

16629. It is not essential to it, though it may be an incident of it ?

It is not essential.

16630. Earl of *Limerick*.] There may be sweating without sub contracting ? Precisely so, and so there is.

16631. Lord *Thring*.] And sub-contracting without sweating ?

And sub-contracting without sweating.

16632. *Chairman*.] How many houses did you report as to in 1884 ?

One thousand four hundred and seventy-eight.

16633. Had you any jurisdiction over the houses as an inspector of factories ?

Partial.

16634. How many were exempt ?

There were some 724 in which we had no jurisdiction at all ; then there were 300 odd in which we had jurisdiction only as regards hours of employment.

16635. And over how many had you jurisdiction as far as sanitation was concerned ?

The balance between those two numbers, 724. There would only be under 300 that we could have taken any notice of.

16636. I want

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16636. I want to get at how many would be under the Factory Act?

Three hundred and sixty-seven out of 1,478 would be under the Factory and Workshops Act.

16637. How many would be subject to your inspection under any other clause?

Three hundred and eighty-seven would be subject to us as regards their hours of employment, but not as to their sanitary condition.

16638. Three hundred and eighty-seven more, do you mean?

No; 387 would be deducted from the 1,111, giving us only partial jurisdiction.

16639. I understand you that in 387 cases you would have partial jurisdiction? That is so.

16640. Which would not include any sanitation; but in 367 cases you would have complete jurisdiction, including sanitation?

Yes; the 724 were entirely out of our hands, though they were engaged in the tailoring trade.

16641. Is that a fair average proportion?

It is a very difficult question to answer for this reason: one day we find that we have jurisdiction, and to-morrow we have not, and that is our great difficulty; and that is why I told your Lordships before that we did work as regards sanitation which was not properly our own work; because we may go to-day and to-morrow there may be no occasion, and the next day there may be occasion again.

16642. What I mean is, were these 1,478 houses which you visited exceptionally situated in any way?

No; they were workshops taken here and there.

16643. And may I take it that on a general average in that neighbourhood, in the localities where, as the Committee have been told, sweating exists, the average of 724, out of 1,478, which were entirely exempt from your jurisdiction, would be about a fair average?

I think so.

16644. And you say these 724 houses you had nothing to do with, although the people living in them were engaged in the tailoring trade?

They were engaged in the tailoring trade.

16645. What would be commonly called sweaters?

Yes.

16646. Then are we to understand that the majority of these sweaters do not come under your notice at all?

Yes, the majority of them will not.

16647. How is that?

They are all adults, and a great many of them are domestic workshops.

16648. Then you have no power whatever in those cases?

Not unless we are armed with the authority to which I have before alluded.

16649. The Local Sanitary Authority would be the proper authority to deal with them?

Yes.

16650. Could you explain to the Committee the general sanitary condition you found in these 1,478 houses that you visited?

I should like to have had the total Report to have read to your Lordships; but taking this printed portion of it, there is some of it which gives a very fair description of what we found in the whole of them. The habits of those people are very very dirty, and they seem almost to revel in dirt rather than cleanliness; and if I were to read to your Lordships that which I could if I had my papers here, it would expose to you a very revolting state of things in regard to

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sanitation which you little know of: going into some workshops you find a filthy bed on which the garments which are made are laid; little children lying down in all forms, perfectly naked little things lying about the floor; and on the beds, frying pans and all sorts of dirty utensils with food of various descriptions on the bed, under the bed, over the bed, everywhere; clothes hanging on a line with nothing more than a large gas stove, with the ashes all flying about, and the atmosphere so dense that you get ill after a night's work there; that is the reason I am deaf now. I get into such a bath of perspiration. I have tested the atmosphere of these rooms many times and found it 95 degrees.

16651. We have had a great deal of evidence on the unsanitary and filthy condition of these "Sweaters' dens," as they are called; have you read the evidence which has been put before the Committee?

Yes, I have read some of it.

16652. Do you consider it exaggerated in that respect?

No, I do not. I think that the evidence given to your Lordships upon the unsanitary state of those places is not at all too black.

16653. We have had it in evidence that it is dangerous not only to the people who live and work in these places, but to the public generally, because infectious diseases are carried through the clothes; is that so in your opinion?

Yes, I think that is very likely; but still if I were asked, "What have you seen in the matter?" it is very wonderful that with all that I have seen I have seen no disease in the places that I have gone to.

16654. No disease among the people?

No; it seems to me very strange that in the midst of all their dirt and squalor and wretchedness and all, they seem to be free from disease.

16655. Obviously if there is no disease there, no disease can be carried by the clothes?

That is so.

16655*. Do you mean that these children are exempt from the ordinary illnesses to which children are subject; that they do not have measles and scarlatina?

I have never seen a little one in one of those places with measles or scarlatina running about; they seem to me such a peculiar people, that the ills of life do not seem to touch them.

16656. By what class of people are these houses occupied generally; English or foreigners?

Foreigners.

16657. These 1,478 houses were all occupied by foreigners?

Yes. That was special work that we undertook for a special purpose.

16658. And are we to gather that the foreigners live under conditions, and apparently are healthy under conditions, that English men and women could not live under?

I do not believe they could, I believe that if English women and men were working under the conditions that these foreigners do, they could not stand it as they do.

16659. Do you know whose duty it is to see that the houses are in a proper sanitary condition?

The duty of the nuisance inspectors and the officers of the vestries.

16660. But whose duty is it to keep them in proper sanitary condition?

I can hardly answer the question; unless the local inspectors will force the landlord to do it for the occupiers.

16661. You do not know whose duty it is?

When we give an order to them to cleanse their workshop they invariably say, "We shall take it to the landlord," "By all means," is the answer; "only if the

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the landlord will not do it, you must do it." The landlord does it invariably. Some of the occupiers are too poor to do it.

16662. You are not sure, as I gather, whether it is the occupier or the owner, the landlord, who is liable in the matter?

The law requires the occupier to do it. We have no right whatever to say, "Who is your landlord? and we shall write to him"; but we say to the mar, "You must do it"; and we generally send them one of our notices; they give that to the landlord, and we wish them to do so. When the landlord sees that, the official document, he does it.

16663. You understand that I am speaking of these 1,478 houses, that you make this personal visitation of?

Yes.

16664. Is the occupier liable under the various Acts that give you authority to visit the house at all?

Yes; the "occupier" is a word used throughout.

16665. But the landlord does the work?

He does it in those cases.

16666. That is to say, you think that the occupiers are strong enough to compel him to?

It appears so, by the fact that, as the occupier pays his rent every week, the landlord must keep his house tidy for him.

16667. You think that no alteration in the law is necessary on that point?

I do not at all see how the landlord could be made responsible for the cleanliness of his house which is used as a workshop; because I think that if you had the landlord answerable, you throw responsibility on a man who really would say, "If I am to be responsible for the cleanly state of the workshop in my house, I will not let this house unless to a person who I know will keep it under such conditions as will keep the place clean, and who will be able to give me an enhanced rent for the obligation that is imposed on me." If we make the person who works in the place answerable, and if the person who works in the place, by reason of knowing his responsibility, will say to his landlord, "I will not take your house unless you give me an agreement to linewash my premises, and keep them clean according to the Workshops Act, which I, as a tailor, must conform to;" then the landlord would do his duty for the sake of having his tenant, and the tenant would see that the landlord did his portion of the agreement.

16668. Have you ever had any complaints from the occupiers, the sweaters, that they could not get the landlord to do the work?

No, we have not.

16669. I think you said that you had read the evidence given before the Committee, a considerable portion of it?

Yes.

16670. Do you think the trades that the Committee have taken evidence concerning in the East End of London, principally boots and shoes and clothing, represent generally the evils of the sweating system?

And the cabinet making, yes. There is also sweating to be found amongst the Gentile trades, the depôts being in the City, and the work being done in the East End. Of course when I speak of sweating in this connection, I do not mean to say that the conditions of labour are the same as those that we find in sweating shops; because the trades are clean, except, for instance, in the fur trade; that I think your Lordships have not yet taken notice of; there is a very sad and serious system employed in the sweating of fur cape makers and fur hat makers; but we may take the ties and scarves and trimmings and mantles, and there are various other trades carried on in the East End in people's homes, in what would be called domestic workshops, where we cannot go; thousands and thousands of them. We find them spreading right away through the east and north of our district in private houses that are decent houses, houses

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that are clean and the people respectable; and they are carrying on their work there by a sub-division of labour, and the sub-contracting of it; and when making my Report for 1887, I found out by visiting these people, that prices had lowered very considerably from the first price given by the manufacturer to the price paid to the worker.

16671. Have you got a list in your report of the various trades carried on in your district?

Yes, on page 77 of the Report of 1887.

16672. That is a complete list?

A complete list of the different trades in my district; there are about 127.

16673. You might put that in for the Appendix?

Yes; it is called "An Alphabetical List of Industries in the Central Metropolitan District."

16674. Did I understand you to say that there was something peculiar in the English fur trade?

Yes, very peculiar.

16675. In what way?

In the first place the trade is an extremely dirty one; the unsanitary condition of the workshop is very striking; the process is such as to make it so. A common skin is dyed, rabbit skins, and skins of animals of no great value in themselves are dyed, and made into several portions of women's attire, muffs, and other things; these skins when dyed are taken to the fur cape maker, or fur hat maker, or trimming maker; he stretches the skin, which is wet, on a board, which he places before a large fire to dry, and the exhalations from that are really and truly very bad. There are women sitting in this workshop, in which there would be no ventilation. The heat from this fire-place is very great, the large gas burners overhead adding to the intense heat of the place. The cutting of the different skins by the cutters to form something sends off fluff from the portions cut off; the workers in their cuttings do the same; the floor is strewn with shreds and dust, and heaps of skins, and there are heaps of skins in the corner which ought to be removed, and are not. The place is foetid and abominable. There is 5 s. a week paid to a woman to work in that trade for 12 hours a day, and if she does not feel disposed to take that money she gets none. I have asked: "Why do you work here for such little money as that?" She has replied: "Because I have not the time to seek employment elsewhere; if I go elsewhere to seek employment I lose one day or two days' work, and then I should lose the means of getting a few shillings a week." "But how do you live?" "It is semi-starvation."

16676. This work is carried on in workshops?

Yes.

16677. Are there many people working in the same place generally?

We have had as many as from a dozen or two in the workshop, downwards.

16678. Mostly women?

Women; men do the cutting and the fixing of the skins and so on, but the women make up; they are sewers.

16679. And the peculiarity of the trade that you call attention to is incidental to the nature of it?

Incidental to the nature of it. They might keep them clean if they chose. There the sweating is carried on to such an extent that it differs very largely from the system that obtains in our coat trades; because all these people must take what is given to them, but in the coat-making trades they will have what they consider their just rights.

16680. That is skilled labour?

Skilled labour. I have seen boas made in those places, those long common boas, which are sold for about 1 s. 3 d. each, and they are taken to the warehouses and are sold for about five times the money that the worker gets. The
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seller of those articles makes his market by going to these people when the season is falling, and there is no occasion for the wearing of those articles; and, having a surplus, they will get rid of them, and will sell them for less than the labour and the material cost them. I mean these poor creatures will sell them for the sake of the money to these men, who will hang them aside in their warehouses till the season comes round again, when they will make a rich harvest upon the poverty of the poor workers.

16681. Going back for a moment to what you said about the coat trade, you call the sweater the taker-in?

I call him the first sweater, because he does not work.

16682. He is a servant of the manufacturer?

He is.

16683. It has been complained before this Committee that these foremen or takers-in are frequently bribed; that there is a great deal of favouritism shown, that men practically have to bribe them in order to get work, and so on; is that the case, in your opinion?

I have made inquiries into that question, and I have it upon the evidence of two of our largest manufacturers, that they found out that their foremen were bribed, and had been receiving bribes for some time, and that as soon as it was found out they discharged them.

16684. Then would you say that it was a matter of common occurrence?

I should say so.

16685. And we have been told also that manufacturers put out their orders very late in the week on purpose to get the work done cheaper; that instead of putting out the work early in the week a certain amount every day, they prefer keeping it back, and then putting out a larger order late in the week, and having it done very rapidly; do you think that is the case?

I have heard that that is done; but, of course, it would be hardly within our province to prove it. All I know is that, on our going to the workshops on Mondays, we generally find them at work, and any day of the week; but with regard to that which your Lordship mentioned, it is done in very small instances; I mean where very small orders are given.

16686. Then, I think, you say that there is a great deal of sweating going on among the English?

Amongst the Gentile portion of the East of London.

16687. Do you mean sweating, or conditions of industry that have not come before the Committee at all?

Quite so. The cases I am speaking of would be not sweating as regards the conditions under which they work physically, but sweating as regards the lessening of the money paid as wages to the man who does it, compared to the sum that is given to the man who takes it.

16688. Perhaps you would explain that a little more fully?

A man would receive, say, half-a-crown a dozen for making ties, and he will receive from the warehouse 100 dozen or 500 dozen; he will sub-divide that 500 dozen right away to places that he knows, and these people will do that work at $4\frac{1}{2}$ d., while he gets half-a-crown for it at the other end.

16689. You say a man; what do you call this man?

I should call him a man analogous to the sweater.

16690. Is he a man who works himself?

No, he does not work himself.

16691. He is purely a middle-man?

Yes.

16692. He goes to the factory?

Yes; the goods are all made up for him, put up in bundles the same as the cloth for the tailor, and he takes them away with him in his little pony cart,

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and gives about round so many to one and so many to the other, and when done he will go for them.

16693. He distributes the work to the people who make it up, you mean?

Yes; I might say to him: "I will take 100 from you," and then I should become a centre of sub-division; and so it goes on until those who do the work are paid, as I say, $4\frac{1}{2}$ d. each.

16694. But is it not necessary that there should be some agent or some person to distribute the work; how, otherwise, could the people who do the sewing get their work from the shop?

He takes it to them, and goes for it when complete.

16695. I say is not that necessary?

It is necessary for the system.

16696. But is it not necessary for the work, in order that the work should be done?

No; that is done for the purpose of carrying on this system of domestic labour, which I have so great a dislike to. The trades of London are increasing, and extra space is required for the storage of these goods; places that were used for workrooms are now used for warehouses, and the work, as far as it can be done, is done at people's homes, whereby the master escapes the necessity for supervision, gas, and so forth, and he gives the work out and it is brought back to him; he prefers this domestic labour. It is extending through London, and it is one of the very things that upset the good that the Factory laws should do.

16697. The existence of the domestic labour prevents inspection for one thing?

It does.

16698. And also leaves the people liable to have what you would consider a fair profit absorbed by the various intermediaries who are necessary to distribute the work from the shop to them?

That is how it is done. And then you see the freedom that is engendered by this domestic workshop is a thing which we all of us observe; and as girls will work at home they will work how they like, late or early; for, unfortunately, it gives them that habit of easiness of life which we have reason to know eventuates in a condition which is not good.

16699. I understand you object to work being done at home?

I do. Of course it is a very large question; and I might be asked, "Why do you object to a woman and her daughter working in their own home?" I say, No, I do not object to that, but I do object to let you do as you like without being under some healthy control which is good for you and for your family.

16700. You think that rooms where work is carried on ought to be registered?

Certainly; because it is not right that a woman should employ herself and her children in a room where they eat, and drink, and sleep; and in the East of London, in the case of our trouser makers, the sights to be seen are very sad.

16701. And you think that these rooms so registered should come under the Factory Acts?

They ought to come under us if they employ young people; but they should be rigidly looked after by the local authorities, for the sake of cleanliness.

16702. You think that you ought to have access to them to see how the work is carried on?

Certainly I do.

16703. And do you mean that you also, as a factory inspector, should have authority in sanitary matters?

Quite so.

16704. In these cases where people work in their own rooms?

Everywhere. The two things ought to be inseparable as regards the duty of an

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an inspector of factories. He may insist on cleanliness and ventilation in a factory and in a workshop where only one young person is at work to-day, and to-morrow he may not have that power, because the one young person may be withdrawn. Six months hence he might find young people again taken on, and then he steps in and says, "I must require you to do certain things." That alternating system of power and no power is one of the greatest evils with which we have to contend.

16705. But supposing that your authority were extended to these rooms where people carry on their work in this way, it would not tend to do away with that evil, would it?

Yes, we should make them cleaner.

16706. If you could do away with the fact of which you now complain, that the work is put out from the shops through various middlemen to these people who work at home, and that the fair profit that the people ought to earn is absorbed by the middleman, how would you effect the state of things which you have described?

I say that if we insisted on the same conditions of labour as are imposed on a factory owner, we should very largely reduce the number of those domestic workshops, and then masters would find that they would have to revert to the system that they did first of all start with in having supervision of their own workers; and in regard to the sweaters where these workshops are not under our control, by the insistence on our sanitary measures we should induce builders to set up workshops in the East-end which would have a capacity large enough to suit the wants of the sweaters, and where cleanliness could be observed. I may here refer to these dwellings which are now spreading in the East of London, what are called the Tenter-street Buildings, the Baron Rothschild Buildings, and others, where now boot-makers and sweaters are getting in in great numbers. I should hope to see an extension of that principle rather than that we should let these unfortunate dirty people go on without any single person approaching them to make them better.

16707. You think, as I understand, that if the people who work at home were subjected to the same rules and regulations as the people who work in workshops and factories, practically the work would all be done in workshops?

Could all be done in workshops.

16708. And that, you, think, would do away with these excessive low earnings?

Yes. I say, with regard to sanitation, that one course that may be taken is this: let the local authority be under such authority as will compel them (I use the word meaningly) to do their duty; to take charge of the whole sanitary condition of every place; and taking that new view of the case, let the factory inspector look into the labour, and shut his eyes altogether to the cleanliness and ventilation, and leave the local authority to do that. I have no objection whatever for that to be done if it will be done; but I know it will not.

16709. You wish, I understand, to correct a statement that you made to the effect that an order had been made regulating the cubic space for day and night respectively?

Yes, I said day and night, but I ought to have said night only; 400 cubic feet for the night. That was gazetted on the 22nd of December 1882 (*handing in the order*).

16710. There is nothing peculiar in the order, is there?

No; it is one of the usual ones we have. And then with regard to the 250 cubic feet, that (*producing a document*) is the official document which we send to persons when we require them to give 250 by day, and 400 by night. This is not so legal as the other is. That is the form which we issue to these people when we require them to reduce their overcrowding (*handing in the form*).

16711. Lord *Monkswell*.] The 250 feet order is only a general interpretation of the Act; there is nothing about the 250 feet in the Act; Section 63 only refers to overtime?

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Yes, that is so; it was upon that that this 400 became really a legal document.

16712. The 250 feet order and the 400 feet order stand upon different footings?

Quite different.

16713. *Chairman.*] I understand that the amount mentioned here, "a minimum of 250 feet to persons employed during the day, and up to 8 p.m.," is not mentioned as specified in the Act?

No.

16714. But is an interpretation which is put upon the Act?

That is it.

16715. Then as to the cases of overtime, it says here: "in cases where overtime is needed, a space of not less than 400 cubic feet is required for each person working overtime;" is that merely an interpretation of the Act also?

No; we have the gazetted order here signed by the Secretary of State, Sir William Harcourt, which legalizes it.

16716. You were speaking, I think, about domestic work, and you have given us your opinion that you did not approve of domestic work; you thought that it ought to be put an end to; have you anything more you wish to say on that subject?

No, I think not.

16717. Have you considered at all whether it would not inflict great hardship upon women eking out their living by taking in some work to do?

If an Act were passed prohibiting employment in houses, I certainly should say that it would be a very great hardship, and it would do people a great injustice, because why should not a woman work in her own home if she is industrious enough to do it? I would allow it to be done to the utmost extent possible; but I would only allow it to be done under such conditions that it would not be injurious to the health of the people. I only say that Section 16, which refers to work in private homes, does not apply to the present state of things, however much it might have applied to the condition of things in the year 1878; we have gone beyond that now.

16718. You have mentioned to us a trade, making ties, in which you say the evils which have been brought before the Committee in respect of other trades, of what is called sweating, are apparent so far as the reduction in the wages is concerned?

Yes.

16719. But, I think, you said that, in that and other trades, the evils of overcrowding, and the insanitary condition, and so on, are not so bad?

Not so bad.

16720. May we take it that you gave us that instance of ties as an instance of what occurs in a good many other trades?

In many other trades; Gentile trades. I may give an instance of a woman whom I saw the other day with a bundle of mantles. I said to her, "Have you made those at home?" Her answer was, "Yes"; and then I asked her, "Have you been working any long time to complete this order?" She said, "Yes, they are a special order; I only had them given to me on Friday," (and I think when I saw her it was Tuesday morning), and she said, "I have been obliged to work from six in the morning till eleven and twelve at night; last night I sat up all night to complete the order to bring them into time. I said, "Now have you had anything extra for all this labour?" The woman said to me, "Well, you know this is a special order, and if I do it for them, I am sure to get the work kept on." That was the inducement to the woman to do it; to be kept on as a general home worker. We could not enter that woman's room as a workshop.

16721. You

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16721. You have spoken about the Gentile work and the foreign work; can you give the Committee any information as to whether the amount of foreign labour is increasing or decreasing in your district?

I noticed five years ago that the foreign labour element was greatly on the increase, and since then I have perceived it stationary; and I only know that, from close observations which we make of those whom we find at work in the workshops, I used to see five or six years ago persons at work who evidently were learners, and they were in greater numbers than they are now, boys. Now I notice no boys, but I do a girl here and a girl there; and it appears to me that through the very judicious action of the Jewish Board of Guardians this immigration question is kept under very wise control. I do not know what we should have done but for them.

16722. Then you think that the numbers have not been increasing during the last five years?

I do not think so.

16723. What do you mean by "learner"?

A learner is a person who enters a workshop without having had any previous knowledge of the work to be done, and who goes there under the care either of the sweater, or of some friend of his who will board him and lodge him for a certain time, until he is capable of earning money; and then whatever debt has been incurred for board and lodging is repaid, as soon as that learner can earn wages.

16724. How long is it generally before they do earn wages?

I am told that they are generally servants in that capacity for two years before they redeem themselves from the debt owing.

16725. They would be what have been called "greeners"?

Greeners.

16726. In what trade principally?

In the coat trade.

16727. Would not it be the case also in the boot and shoe trade?

I have not seen it so much in the boot trade, and for this reason: because in the case of these knifers' work places, they are not workshops which would come under our notice; those that we have seen we have seen casually rather than specially.

16728. Do you mean to say that it does not exist in the boot and shoe trade, or only that you have not been able to discover its existence?

I have not discovered it. Those boys whom we have seen in the boot and shoe trade are generally the sons of the workers there; but I have never in that trade seen one greener such as I have stated to exist in the coat trade.

16729. Are these both men and women?

No, principally boys.

16730. And they work for a period of two years generally for nothing?

Not for nothing; they do not work two years for nothing; they work, say, three months for nothing, or next to nothing; but as soon as they are able to earn any wages, the person that takes charge of them has an account against them for board and lodging at the time they were non-earning creatures, and then they have to pay off that score before he releases them.

16731. And it is about two years before they get clear?

Before they get clear.

16732. Then after that time of course they earn wages?

Yes, they fall in then to the general scale.

16733. Have you had much experience of sweaters in the tailoring trade?

Yes; I have gone into their places for years regularly day and night.

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16734. How many classes would you divide them into?

I would divide the sweaters into three classes: The first class of sweater would be the men who make up goods of a very fair character, bespoke goods and first-class goods for stock; the second class of sweater would be the manufacturer of export goods; the third class of sweater would be the maker up of goods for export and home, which would be of the lowest character.

16735. Are the evils complained of similar in all three cases?

No. In class No. 1 we have workrooms, as a rule, built outside, and premises which would be lofty and capacious; and, as a rule, our forms are well exhibited, and the Act very fairly complied with; and I may narrow the number to which I am now alluding to perhaps not more than a dozen. When we come to the second class we have observance of the Act, and also fair accommodation; and if the whole of the sweating trade was carried on according to the rules and regulation system, I may call it, of Nos. 1 and 2, I really do not think that we should have so very much to complain of; but it is when we come to the No. 3 that we find all that we would like to see remedied.

16736. And No. 3, I take it from you, is the most numerous?

The most numerous.

16737. You said just now that in the case of boots and shoes these knifors did not generally come under your notice at all?

Merely because they are men.

16738. But in the case of the sweater, do you say that all these occupiers come under your notice?

No, they do not. There are many sweaters' shops where only men are employed, and over them we have no jurisdiction.

16739. And then you would know nothing of them?

Yes; we go into them not knowing exactly what they are; but after we have gone in, if we found anything wrong we should advise, but nothing more; we cannot enforce. We know the conditions of labour in the female portions of the boot and shoe trade more than we should amongst those knifors; but what we have seen of the knifors is most deplorable. I have known men working there for 18 hours a day for 1 £. a week.

16740. And you think the condition of things is worse in the places where you have no authority than in the places where you have authority.

Decidedly; and that is the argument I should like to advance which I intended to show to your Lordships, as the reason why I should like those domestic workshops to be regulated; not for the purpose of curtailing labour wherever it may be found, but so that the conditions of labour should be such as should ensure healthiness to the people.

16741. Have you read the evidence which was given before the Committee by Mr. Mark Moses?

Yes.

16742. Would you consider him to be a fair specimen of what is commonly called a sweater?

Yes, I think he is indeed.

16743. I mean by a fair specimen, an average specimen?

He is above the average.

16744. What class should you put him in of the three classes you have just named?

I should put him in No. 2; the best of No. 2.

16745. Then would you agree generally with his evidence?

He has drawn one or two points rather too finely, I think; his colouring is a little too great in some points, but otherwise I think that he has fairly stated the facts.

16746. You would look upon him as a favourable specimen of Class No. 2?

Yes;

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Yes; his is a place where we can always enter. If we knock at his door the door is opened immediately; but in a great number of those sweaters' houses we knock and cannot get in at all. The sweater will put his head out of window and say, "Who is that?" "The inspector wants to come and see your workshop," and we get an answer, and there we stay and may stay, and we may knock again, but he will not open the door to us until everything is put right up there, all removed from the workshop where they are; then he will say, "Come in now," and then nothing is to be seen. That is one of our great difficulties.

16747. You mean it is quite in their power to stow away the people and prepare the place for your inspection?

Yes, and we cannot follow them. We know that the women and girls are stowed away in bedrooms and under beds and in kitchens, and so on, where we cannot follow them. My colleague and I had an instance in a case of night visiting. The door was not opened, and he peeped through the keyhole, which was a very big one, and by the light in the passage we saw girls coming upstairs as quickly as they could; and when they had got out of sight a girl opened the door, and we saw the master. "What is it you want here at this hour of the night?" he said. "We come to see your workshop." "Here it is." There we saw the clothes lying on the chairs, with the needles and thread in them, evidently thrown down at the moment. "When did your girls go away?" "Eight o'clock." "Are you quite sure of that?" And we had in our pockets the evidence of one girl who had complained to us that she had been working so long that she could not endure it any more. We could not go upstairs and follow the girls

16748. It is to avoid that kind of thing that you would like your authority extended to all places?

All places. I may say that these questions were raised in 1878. "Oh," it was said, "I do not think it is wise to give inspectors such inquisitorial powers into a man's house, a man's castle." I have ground to know it. In my intercourse with the lowest grades of people in London we never yet have been met with the remark, "I think you are exceeding your duty; you are behaving improperly; you have no right to come here." Wherever we go we are never treated in any way but with the greatest possible respect; and upon that point I say that if we had extended power we are not the persons to abuse it and undo the good which the law intends to be accomplished by the inspection.

16749. Is it your opinion that generally speaking these people that you have to deal with would not object to such an extension of the law as you contemplate?

I imagine that there are a great many persons who would like never to see our faces, because then they could do as they liked.

16750. I am not speaking of the sweating masters, but of the workmen and women?

I think a good many of the workpeople would rather be allowed to do as they like; and fashion, as I said before, has brought a great deal of it to the front.

16751. They like the independence, you mean?

They like the independence.

16752. Have you read the evidence which Miss Potter gave to the Committee?

Yes.

16753. Do you think that fairly represents the condition of East-end sweaters and sweated?

Yes, I do.

16754. Her evidence, I think, was confined to work in factories and workshops, was it not?

Yes.

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16755. Then it would have nothing to do with the condition of things that you have been describing as being worse than that which takes place in the factories and workshops?

Miss Potter's evidence has been given in regard to places which we enter, and over which we have jurisdiction.

16756. That is what I say; it would have nothing to do with places where you cannot enter, and which you have described to us as being worse than the condition of those places which you can enter?

Miss Potter's evidence was in a general way, and the places which she speaks of principally were places where she has been herself, and over those places we should have jurisdiction.

16757. Have you read the evidence that was given to the Committee by Mr. Lewis Lyons?

Yes, I have.

16758. Do you consider that to be as far as you can say substantially correct; unexaggerated?

It is exaggerated.

16759. Perhaps you will tell us in what way?

I think there is one passage there where he speaks of the place in which he worked himself. I think when he gave his evidence to your Lordships he said, "I will tell you the place wherein I work."

16760. He says on page 168, "To begin with, I will now just give you a descriptive account of the people working in a sweater's den," and then I asked him, in Question 1778, "From your own personal experience?" and he says, "Yes; I have had about 14 years' experience in sweaters' dens." Then I asked him, "What you are going to describe to the Committee you have seen yourself?" and he says, "I have worked in them; I am one of the victims myself." Then he goes on to speak of it; is that the case you are referring to?

It is at page 172: "I should like to describe my workshop. The workshop I am working in is in the yard, a place built in what was previously the yard; now it is the work-shop. There are three machines in work, one fire-place, and eight or nine gas lights. There is a skylight also, but when the windows are broken in the skylight it is covered with pieces of rag, so when it is raining, the same as it was yesterday, we are treated to a free bath. If we say, 'Look here, the rain is coming in, I cannot work,' the sweater will say, 'If you cannot work, go home;' but a workman cannot afford to go home, he wants to get his living." Then you asked the question, "How many of you are working there?" He said, "Fourteen or fifteen altogether, sometimes less, sometimes more, it all depends upon the work as it comes in. (Q.) How large is the room? (A.) It will be about nine feet square. They are closely packed. The skylight cannot be opened because the string is broken; they will not trouble to have new strings put on in order that we may have a bit of fresh air. The door is also closed at night, because it is too draughty to have the whole of the doors open; besides it will blow a lot of work off the table. Just imagine that; it means 14 or 15 persons working in a room nine feet square, a coke fire in the fireplace, and gas being thrown off, and eight or nine gaslights burning, besides the breathing of the workers themselves. I have quite sufficiently described that particular kind of workshop, and I can only say we are closely packed." Now with reference to that evidence, I say it is totally incorrect.

16761. You know that place, do you?

I went there after his evidence was given, and measured the workshop, took the length and breadth of the whole place, and the number of lights that were given there. The explanation with reference to the skylight is totally incorrect. Instead of having a place nine feet square, there is a capacity in that room, I think (I am speaking from memory; I wish I had my notes with me), of over 6,000 cubic feet, and the measurement of the room was 15 feet long, 8 or 10 feet wide, and, I should think, 15 or 16 feet high. There was a lean-to roof of glass. Instead of having eight or nine gas burners, there were four; instead of having 15 people at work, there were eight; instead of having the people all packed

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packed together, there was room for three times the number of people he employed; and, in fact, if every workshop wherein these poor people work were as good as the one which Lyons described here, we should not have so much to say as we have. It is an exaggerated, coloured statement, and done for a purpose.

16762. You went there after you saw this evidence?

Yes.

16763. That is to say, some time after the evidence was given?

Yes, very soon after.

16764. Then do not you anticipate that alterations might have been made as regards the number of persons employed, or the number of gas jets, and the condition of the skylight?

No; the structural appearance of the place was the same as when described to you.

16765. I asked you whether you do not think that alterations might have been made as regards the number of people at work, the condition of the skylight, and the number of gas jets?

The number of people at work were found to be the number I stated from the inquiries I made of the man and his son; and one of whom I inquired was a friend of this man's, and on that account he sought work in that place. The questions I asked I got answers to. I counted the gaslights; there were four, one at each table where the machines are.

16766. And you do not think that any alteration had been made in that respect on account of the evidence that was given?

No, I should say, not at all.

16767. Obviously it would not have been a very serious matter to repair the skylight?

There was nothing but one little piece of glass out of the skylight that had been broken, and a man, to keep the wet out, had put a paper up; he sent to his landlord, and the next day it was repaired, and when I saw him there was not a broken piece of glass in the place.

16768. And how many people do you say were working?

Eight or nine.

16769. Instead of 14 or 15?

Instead of 14 or 15.

16770. That you took on the assurance of the master?

Of the master and his son.

16771. And you say the dimensions of the room, as stated by Mr. Lewis Lyons, were all wrong?

All wrong.

16772. What are the cubic contents of a nine-feet-square room?

Suppose it were nine feet by nine feet by 12 feet, getting on for 1,000 cubic feet; 900 and odd.

16773. When you said 15 feet high just now, did you mean 15 feet at the highest part of the room?

Yes. If we have a sloping roof we generally, in the interests of the workers, take the line of the square where the roof would rise to, and then we generally take about half of the height of the sloping part, so as to give them a fair quantity in the calculation. Then in regard to book No. 40, I think there is something there to notice; that is on the same page as you have before you, page 172; he speaks about a trick with that book No. 40. It is rather an important thing, because that book No. 40 is the hinge on which the legality of the overtime depends. It ought to be looked at with a little anxiety.

16774. He proceeds to show us how, as he says, the sweaters evade the Factory Act by a trick on this book No. 40; what do you wish to say about it?

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This is entirely imaginative. We have never seen one sweater with two books, except in one instance, where a man had two, and that was in a case where one was given to him, and the other he purchased, and the one not in use was locked up and put away in his drawer, waiting for such time as he did require it. It would not suit the interests of any man to act as is here described, for two reasons: first, because if it were known he would subject himself to a very heavy penalty; and, secondly, because as those counterfoils are sent to the office they are placed on each inspector's table, and they can be counted up season by season, and if more than the 48 counterfoils were sent away the man could be punished for exceeding the Act of Parliament. But as for the desire to hoodwink us by the means that are here stated, the man could do that just as well without adopting those means at all.

16775. I do not see that any means are stated in this evidence at all. Do you know in what part of his evidence he does explain it?

I think it will be in another part of his evidence with reference to that book.

16776. Before you leave that I will just ask you whether he suggested any alteration to you; he says, on page 172, "I suggested an alteration to Mr. Lakeman, but he has no power himself; he is simply an inspector, and has no voice in the legislation"?

I do not know what he means.

16777. Then, apparently, Mr. Lyons drops the subject, and goes on to something else?

Yes; but he begins about it again in some other part of his evidence.

16778. Perhaps you refer to the passage which begins at the bottom of page 174, where he says: "Book No. 40 was a wise institution, a grand innovation; but, well, there are printers who can manage to supply as many No. 40 books as the sweater chooses to buy. A word of explanation is required. A clause in the Factory Acts provides that the employers of juvenile hands, girls and lads under age, shall have on their premises a book technically known as No. 40. In appearance this book resembles the conventional cheque-book, with its counterfoil. Should the young lads be required, as they are nearly all required, to stay at work beyond their legal hours, it is the duty of the sweater to fill up one of the pages of Book No. 40, together with the counterfoil, giving particulars regarding the time during which he wishes the younger hands to stay. It is done in this way: this slip he has to sign, with the date and the time, say one or two hours, which he wishes to work overtime; he must copy this slip on the counterfoil, send this slip away to the factory inspector; then the factory inspector knows he has been working on this particular night." So far you would say that that is correct, is it not?

That is quite correct.

16779. He goes on to say, "But these sweaters have two Books No. 40. In the event of the inspector putting in an appearance after the legal hours (that is, after eight o'clock), and finding the young hands at work, it is the province of the sweater to produce the book containing the used counterfoil (he has sent one slip away; then he must produce the counterfoil to show that he has already complied with the Acts), together with the corresponding slip which has been torn out. But, however, the visits of the inspector after the legal hours are by no means frequent, and, should he not put in an appearance, the duplicate No. 40 is made to do duty instead, with the result that the inspector is bamboozled into believing that by some mysterious coincidence the late nights are those only when he deigns to visit the sweating shops, in which they have two books; one is kept as a forged one, and one is an ordinary book; they are both alike, but one is kept to show the inspector, while the other is kept to do the work of keeping the girls at work late hours." That is what I understand you to deny to be possible?

You see there is nothing to be gained by all this; suppose he had 20 books, what difference would it make? he cannot go beyond 48 times. The thing is, whether he works overtime without letting us know, and a sweater will work overtime

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overtime and not let us know it, but he would not take the trouble to use these two books, because he would not gain anything by it.

16780. I understand the case is this: if the sweater simply worked overtime without entering it in the book at all, it would be open at any rate to the people working for him to complain?

Certainly.

16781. But if he does enter it in a book they are under the impression that the fact is known to the factory inspector?

Quite so.

16782. Whereas Mr. Lyons's contention is that they keep two books, that they fill up one for the benefit of the hands, and do not send the counterfoil to you, and that they keep another to fill in should the inspector happen to visit the shop; and that therefore the hands are deceived in the matter, and think that whenever they work overtime the fact is known to the inspector, whereas it is not known?

It is a general thing for those sweaters to work overtime on Thursdays; but they all know they must when there is work to be done; and the females, for whom alone that document is provided, do not care whether the certificate be sent or whether it be not; they are there to work till 10 and they know that they must work till 10; but if they work after 10 then they know that we shall step in and stop them if we find them. Lately I have gone into these shops at night for the purpose of testing upon this evidence the truth of the statements made therein. We have not been able to verify it in one single instance; and what is more, I was very much surprised to find that the certificates were made out and presented to us during the night of the working, showing that they were intended to be posted then and there. Moreover, in most of the sweaters' shops instead of making out that paper himself the sweater deposes one of his work-girls to do it, and she, being an English writer, will write that paper for him. Surely there is no such thing as "bamboozling" the inspector when the worker herself will comply with the law by the request of the master; and that is done in hundreds of cases.

16783. As I understand it, that would not materially affect the case; because I fancy what Mr. Lyons meant was that the people themselves are deceived in this matter; they see that the book is filled up and they think that it is sent to the inspector, whereas he makes out that it is not sent to the inspector at all. It would make no difference whether it was filled up by a worker or by the master?

Not a bit, as long as it was sent away.

16784. "As long as it was sent away;" but that is directly where Mr. Lyons claims the fraud comes in, that it is not sent away?

I wish I could have brought to you a number of these overtime certificates, which we have had week after week, to show the extent to which the Act is obeyed in that matter. We are gradually getting the people into conformity with it in regard to this one thing. Being foreigners, they are unable to speak English, some of them, though their sons or daughters help them in that matter; but we have overcome all the difficulties which we have had to contend with, and they are now beginning to understand us and the law, gradually becoming conformable to the Act; and if you ask me, "What hope and they are have you that you will render these people amenable to that which is orderly and decent?" I reply, "Every hope, provided you give me strength."

16785. I take it from you that in your opinion this does not occur, as Mr. Lyons suggests?

No.

16786. But I do not follow you in what you say that it would be no advantage to the sweater to do it?

If the sweater had two books or three books he could use the certificates, but if he were to do this in the presence of his workpeople to make them

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believe he had sent the certificate to us, when we go and demand the counterfoil and say, "I want to see your overtime book," the man produces his book, and we see all the dates upon which overtime might be worked and question the workers in his presence, and get their answers, and therefore the whole thing is upset.

16787. I will read a little further in what Mr. Lyons says about it. He says, "Here is a book with 40 pages; each has a page number on. He" (that is the sweater) "takes his forged book, or the second book, and writes out the slip of paper, places it on the wall. Should the inspector come in, he sees he has been working late if he finds this slip of paper put on the wall; but should he not put in an appearance, this slip of paper is destroyed. Now, it may be said if this slip of paper is destroyed there is the counterfoil to show that the slip of paper has been torn out, but not sent away; but then he shows the first book. While the inspector is upstairs he says to the inspector, 'Just wait a minute.' Then he tears out one slip of the first book. But he can go on working for 20 or 30 nights without the inspector putting in an appearance. These pencil slips are destroyed, and yet we have 20 counterfoils in the second book; but instead of bringing up the second book he brings the first book, with only the first slip torn out correctly. He has been working 20 or 30 nights, and he can go on working every night unless the inspector comes in, and so the inspector is bamboozled. This is a trick which has been working for a few years, and it has not yet been arrested. I did suggest to the factory inspector that these books should be numbered, and then the sweater would not be able to do as he does with these books No. 40?"

I certainly say in regard to the issue of those books that they are open to an objection in this respect, that we cannot very well check the occupiers as to whether they send on to us the overtime slip every time they work between eight and ten. That I think I ought to say; and I have advocated a system which to a large extent would prevent anything like illegality in respect of labour after hours; that those books should be numbered consecutively from one to 48; that the date, that is the year 1888-89 should be stamped on the counterfoil, and on the check for every page; and that there should be one book used for every year. If one man were to work say 30 times he then will have 18 papers left in his book; as soon as the 31st day of December comes that book is destroyed, and he begins with a new book on the new year.

16788. That is practically what Mr. Lyons says he suggested?

It was my own suggestion, I think, at a meeting.

16789. It does not matter whose suggestion it was, it is practically what Mr. Lyons says he suggested?

With regard to the book that is spoken of, I have told your Lordships that I should wish to see done what I propose. The numbering of them is one thing, but what I say is another, with reference to the date of the year being put on the counterfoil and on the check, and that they should be issued, a book every year for each person, whether or not they have consumed the 48 in the previous year.

16790. Where do they get these No. 40 books from?

They are bought from the Queen's printer.

16791. And you think that if your suggestion is carried out, this fraud, which it is alleged takes place, would be rendered impossible?

Provided also that the occupiers were compelled to send the overtime certificate away at the hour of eight o'clock at night, because, if the inspector were to enter a workshop at half-past eight or nine, he would say to the occupier "You are making overtime?" "Yes, we are," "You will send your overtime certificate later on at the proper time?" "Yes, we will." Suppose he never does it, then he works his people, and does not give the certificate; but supposing he were compelled by law to send in that certificate before 8 o'clock then we could ask him to show us his book and see that the overtime paper was posted before the overtime began; and then we should prevent that.

16792. Would

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16792. Would you agree with what Mr. Lewis Lyons said in his evidence as to the number of hands employed and the prices paid and so on, as contained in answer to question 1779 on page 168. I want to know whether you think that is generally a fair statement. If you do not know of your own knowledge, of course do not answer?

I am satisfied of one thing, that in the working of these people, the sweaters make a big profit, except those who are themselves very poor; and those who are very poor are very great slaves, and the margin between the payment taken by them and the sum they pay for wages, and so on, leaves them worse off than the people employed. But a man like Moses can save, and no doubt does. I have no doubt that Moses is a rich man, and so are the big sweaters always, as they are able to employ from 20 hands and upwards, they make money. It is the poor man who cannot sub-divide his labour to the extent to give him a profit, from the speed at which it is made, who suffers.

16793. I see Mr. Lewis Lyons told us that in his opinion if there were a dozen more inspectors at the East-end, it would be no use "because they have no machinery to work with;" that is in answer to Question 1786. I understood you to say that in your opinion five would be necessary in your district.

Yes.

16794. But also you think that you ought to have your powers considerably extended?

I think so.

16795. So that, practically, you would be of the same opinion there; you would agree with that?

Yes.

16796. You would agree with that statement of his, that you have not got sufficient machinery?

Yes.

16797. As to the sanitary condition of these places generally spoken of by Mr. Lewis Lyons, do you consider that exaggerated; for instance, in the answer to Question 1788, he speaks about it?

There is a great deal of truth in what he says in that number; the insanitary condition of the low-class sweating houses is very bad. There is one thing you see with reference to the statement about w.c.'s, we have no authority either in a factory or in a workshop to order separate places for the sexes. And another thing; if a man had a thousand people working in his factory, I have no power to say to him, "You shall have extra accommodation," because our law does not specify those things. If they are kept in a cleanly state that is all we have to see to.

16798. I should take it from you that your general opinion as to this evidence about the tailoring trade of Mr. Lewis Lyons's is, that in the main it gives a fairly true statement of the case?

Yes.

16799. I mean as to the sanitary condition of the buildings, and as to the wages earned, and the hours worked?

Yes; because I was going to say that he refers in my mind to a class of people who really are lower than those classes of which Miss Potter or Mr. Mark Moses spoke in their evidence. No doubt Mr. Lewis Lyons means to tell your Lordships of the state of the lowest grade of sweating; and if I were asked an opinion as to what I think of it as to sanitation, I should say that it is more deplorable in many instances than tongue can describe. And I may remark also that we have had the greatest kindness shown us in the way of desire on the part of these Jewish people at the east of London; they are a class of people who really seem to mean: "Yes, I will do it certainly, Sir," and "I will if I can;" but the poor creatures cannot. They are a wonderful example in point of desire to please compared to what our Gentiles are; they are a hundredfold more amenable to law and to the requests of an authority than what our Gentile people are.

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16800. You mentioned just now the cabinet-making trade; do you consider that the evils of sweating are as prominent there as they are in the clothing and boot and shoe trades?

Yes, quite.

16801. I see you say in your Report for 1887, on page 78, in respect of cabinet-making, "The only trade I shall allude to in which boys and men are employed is the cabinet-making as carried on in the East-end, for besides being very extensive, it is peculiar, and shows to what extent a skilled industry can degenerate under adverse influences." What do you mean there by "adverse influences?"

The want of apprenticeship, the learning of the different branches of the trade of cabinet-making through sub-division, and the cutting machine, which prepares the wood in an incredibly short space of time at the shop; that is the fret cutter and the band cutter. In times past and gone the system would be to bend the wood by steam and pressure; whereas now the wood is laid under the bandsaw, and cut to the curve required; as soon as that is done, the sub-divided worker, as I may call him, takes a portion of the trade; he may be a chairmaker, he may be a couchmaker, he may be anything, and can do nothing but that; he takes the rough wood, and is taught, without an apprenticeship, to go to one shop, and then to another, and if he is a boy inclined to be sharp, and the other makers know he is so, they will take him away from that shop to a little master who will want some extra information, and he pays that boy somewhat better wages; he really would be an improver of the master he goes to by reason of the education he has received in a shop where something technical was done. In that way you have a spreading of unskilled workers, sub-divided workers, making up articles of furniture from timber which has not been cleaned or had the bark taken off it, stuck together with glue and pieces of cloth, and covered over so as to deceive the eye of the purchaser. Then the garret-master who made it. "How can these men live," you say. The goods are taken to the wholesale makers on Friday, who buy these goods. "Yes, or no; I cannot give you the money you ask; I will not." The man refuses to part with his goods on the terms offered, and hawks them about the large retail people in London, and says, "Will you buy these; I have made them." Saturday night comes, he has not sold them; he must have money for his home comforts. "You may have them; the wood costs me more than that, but still you may take them." That has caused the increase in this terrible trade in sweating, whereby the man who works is obliged by poverty to sell almost without getting anything for his labour; and they work in garrets and holes and corners where there is scarcely room to move about.

16802. That is confined to the East-end?

To the East-end; I know nothing of the West-end trade.

16803. Have you read the evidence given before the Committee as regards the cabinet-making in the East-end?

Yes, with regard to the East-end, and it is quite so. I have spoken to a great many very large makers in the East-end who make good things, and they have given me a lot of information which shows that the system there is very bad; and unless a check be given to it (as I did hope it would be by having apprentices bound regularly to the trade, and made to learn artistically), I do not know what the cabinet trade will come to.

16804. What, in your opinion, is the cause of this. Is it a desire for very cheap articles on the part of the public, or is it caused by the great competition among the producers?

You see if the people had not a cheap article presented to them they could not buy it. Then suppose you start from that, how is it, therefore, that in former times they could not buy a cheap article because it was not produced, they now will buy one because they see it; is it the fault of the consumer or is it the fault of the maker? Evidently the speciality put before the public is meant to beguile them, and then they go on cheaper and cheaper until it is cheapness in everything. The soundness of our manufacturing at the present day is not what it was, generally speaking; and if you require that which is
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good you pay for it dearly, and, perhaps, as dearly as ever you did. It would not be a thing to be seen promiscuously. Go down Great Eastern-street, where there are some splendid specimens of furniture, you pass by and see a side-board. Is it well made? Yes, thoroughly. Well-seasoned wood? Yes. What is the price? 15 guineas, 20 guineas; and you say, "A very low price." How has it been made? By the fact that the wood is manufactured by large rapid moving machinery, and the system of sub-dividing wages is so great that the workers do not receive the same wages as before, so that the master can afford to sell it for less money.

16805. Do you mean that the quality of the article has deteriorated or has not deteriorated?

There are some workers there that will not allow themselves to fall in public estimation as to the intrinsic value of what they make, but others make for the multitude; and when once a man makes for the multitude, the multitude are not supposed to be discriminating of differences.

16806. I want to get from you whether in your opinion the general quality has deteriorated in consequence of this great cheapness?

Most certainly.

16807. And further, I want to get from you whether it is your opinion that the desire for cheapness on the part of the public has produced this cheap manufacture, or whether competition among the manufacturers has produced it?

The competition amongst manufacturers is only born of the desire of people for cheap articles; and if there had been no incentive to the manufacturer to produce cheap goods, of course they would not make them, but on the other hand the great competition in trade has been brought about by little men becoming masters who ought not to be masters; we find that in the sweating trades very greatly to our sorrow, that men become masters who are worth nothing, by reason of the small capital that is wanted; 2*l.* say, for a man to start to become a master, to make what he can. By-and-bye he falls out as a master because he cannot hold on, or can only sustain himself by dire sweating.

16808. I take it from you that the cheapness is produced to a considerable extent by the strength of the competition among the manufacturers?

Yes; they compete one with the other.

16809. And also by the desire of the public for a cheap article?

Yes.

16810. But you are not quite sure which is the cause and which the effect?

We saw an advance made in regard to the masters' competition when the veneer saw was first introduced, and more goods were made and veneered. The thickness of the veneer in my time on first seeing these places was something pretty good, say a quarter of an inch; but now you will find that they cut 128 veneers to the inch; you find that they have it so very thin that that itself shows you the desire is to put a covering over the wood, and that to be as little valuable as possible; and when it is polished up people do not look to see whether it is a thick or thin one. There are all things done which make the article cheap, using *Alga marina* instead of hair, and using this cotton wool instead of hair, and using leather which is called Russian leather when it is not, and all those things that make up so that the eye is deceived and you cannot tell what the goods are. People buy them, and after a time find it out. Let me give you an instance of this; a man told me he was a chairmaker; a lady came to him and bought some chairs. His price was 10*s.* 6*d.* each chair; so after a time the woman comes back to him and said, "Did I not buy half-a-dozen chairs from you for 10*s.* 6*d.* each?" "Yes, you did." "But do you know that they are all in pieces?" "What, all in pieces; how is that?" "Well, a short time after I had them home, and we began to sit upon them, and they all fell abroad." "But," he said, "Do you mean to tell me that you sat upon them?" "Of course I sat upon them; what else?" He

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said, "These ten-and-sixpenny chairs were made to be looked at, not to sit upon. If you had told me that you wanted chairs to sit upon I should have charged you 5*s.* a chair more for them." That exemplifies the whole thing.

16811. Is it the case that foreigner and Gentile work together?

Yes; the Jew will sit down side by side with the Gentile quite comfortably.

16812. And the Gentile will sit down side by side with the Jew quite comfortably?

Yes.

16813. But is it not the case that certain branches of the tailoring trade are entirely in the hands of Jews, and certain others entirely in the hands of Christians?

The coat trade is a Jewish trade altogether; the trouser trade is a Gentile trade; the knickerbocker suits a Gentile trade, and the waistcoat trade a Gentile trade.

16814. Take the coat trade; is it the case that that at one time was in the hands of the Gentiles?

Yes; according to what we read, it was a trade in the hands of the Irish principally, as well as English.

16815. I want to get at whether in your opinion the Jews, in introducing themselves, have introduced the trade with them, or whether they have turned out the natives from this branch of the trade; displaced the English labour?

I think that the Jew crept in first of all as a contractor, and in his contracting he employed Gentiles, because they are well known, and foreigners as well; but as soon as he found that he was getting on very well as a Jew contractor he then gradually steals, as it were, his own people into the trade, and they became eventually the masters of the trade. As soon as ever our sewing machine was used, that gave a very great impetus to these people, and they seem naturally fit for this work. There is some peculiarity about the Jew in regard to the clothing trade, that the trade fits him and he fits the trade, which really cannot be found in a Gentile; it is very remarkable.

16816. And so they are now doing work that formerly was done by Gentiles?

Yes; work that formerly was done by Gentiles.

16817. Have you any idea what has become of that Gentile labour that was displaced in that way?

As to the Gentile labour in the clothing trade, of course those that remain have gone into the trades of private tailoring, which would be tailoring technically, so called, in making up garments of a superior order, and for all classes of people, except the East-end system. I remember once going in to a trouser maker's, and he said to me, "Good night, Mr. Lakeman." "Your place is very clean here," I said. "Yes," he said; "it ought to be clean to make Her Majesty's inspectors' trousers"; and he said, "I have made those you have got on." I said, "I cannot object, as yours is an exceedingly clean place." It was German. I name that to show that even there is scarcely a tailor in London but will employ Germans to do the trousering part, and they will employ Germans who are clean and respectable people. That shows you that the trade goes eastward, although the person who employs that tailor lives westward.

16818. We have had it in evidence that a great number of bootmakers and men in the cheap tailoring trades, and so on, have been compelled to take to dock labouring work; do you know whether that is the case or not?

That I have never heard.

16819. Do these dock labourers come within your cognisance?

No, we do not touch them.

16820. They

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16820. They are not within your district?

Whether or not we should not interfere with them, being men, and working as they do.

16821. I do not mean as to their work, but as to their lodgings?

No; they would not come under us at all.

16822. They would be in common lodging-houses?

Yes; common lodging-houses under the vestry.

16823. I do not know whether I asked you what amendments of the Act you would propose in order to give you the power that you think that you ought to have?

I would altogether re-write Section 3; I would modify Section 4; I would repeal Section 15 and Section 16, and re-write them; I would expunge Section 61, and I would extend Section 75. That section is: "Every person shall, within one month after he begins to occupy a factory, serve on an inspector a written notice containing the name of the factory, the place where it is situate, the address to which he desires his letters to be addressed, the nature of the work, the nature and amount of the moving power therein, and the name of the firm under which the business of the factory is to be carried on, and in default shall be liable to a fine not exceeding five pounds." I would have that extended so that it should embrace every place in which there is a handicraft.

16824. What would be the general effect of these alterations you suggest?

The effect would be, then, that these people who occupy workshops, working, would all be known to us, because they would under that Section 75 give us notice of their existence, and then we should at once put them under the regulations of the Act when once they had informed us that they were the occupiers of workshops. Then, under Section 3 (to begin with that one), which speaks of the sanitary condition, that section should be more explicit; it should tell what to enforce and what to see to in regard to ventilation, and so on. It is here worded, "So far as is practicable," and it was very well to place that reservation on an expression relating to a scientific work; because, as I said before, for a layman to enforce an Act like this without a scientific knowledge might land him perhaps in difficulties; therefore, he could in any case fall back upon some scientific person, who might be the sanitary inspector, that is the medical officer of health for the district where he is; but notwithstanding that we have nothing in Section 3 to tell us what to do, except what we are to expect to find. It says that where there are not to be found those things, there shall be deemed to be a contravention of the Section. "In what way is the Section contravened?" "You are over-crowded; you are not ventilated; your gases and dust are not carried away as far as practicable"; "I am as good a man as you in argument upon that point; you do not know anything about the ventilation more than I do, though you are a Government inspector; why is your authority better than mine; is not mine as good as yours?" Therefore, I say, in the Act of Parliament we should have something so definitely stated that we could take hold of a man who says that, and say, "You are not acting as the law wants you to act," and it is for want of definiteness in these Acts of Parliament of ours that there is such great neglect in sanitation. Then we come to Section 4. It is all very nice but we do not do it. Your Lordships might say to me, tell me what have you done under Section 4? I answer, "Nothing." "Why have you not done anything under Section 4?" "I have had no power." "But do not you write to the sanitary officer and ask him to take such measures as he thinks proper?"—"Yes." "Does he do it?"—"I do not know; he may or he may not; I have not the power of asking him whether he does or not." Then we come to Section 15, that is, as to the employment of women in workshops, and it says: "The following regulations shall be observed." I have said that this section cuts in two parts; first of all, there is an instruction where women only are employed; and, secondly, that the women are subject to the same provisions as children and young persons, if they are at work with them; that is to say, that the larger will take in the smaller. Now, they must give notice to us that they will conduct their workshop on the plan of employing none but adults. These people in the east of London do not understand it, and, if they do understand it, they will not accept it, and for

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this reason: that we confine them to work between the hours of six in the morning and nine in the evening, with four and a-half hours' relaxation and meal-times, but the moment the clock strikes nine their workshops must be shut. Now on the Thursday night the Jewish worker will have his workshop open till 10 at night, which he cannot do under this system; and, rather than accept this system, he prefers to work under the general system. Therefore, if he prefers to work under the general system, why should he not be subject to the general law; why should he if he prefer the general system be allowed to escape by saying, "I have no children, and no young persons there, but only grown-up people?" Next, with regard to the meal hours. We are not able to say to a man, "You shall fix your meal hours." Here under Schedule 3, part 2, there is an exemption allowed to makers of wearing apparel "non-textile factories and workshops wherein is carried on the making of wearing apparel;" they are allowed to remain in the room. We go in to these Jewish people and ask the girls questions; they will give you answers which you know to be untrue. "Have you had your tea this afternoon?" "Yes." "What time did you take it?" "Oh, what time was it?" and they all go round; and first of all there is one spokesman at last who will say it was half-past four. You go back to the girl you first ask and say: "Was it half-past four?" and she says "Yes." If we refer to the paper, and say "Your time for your tea is five, why did you not wait till then?" the answer is, "We altered it to-night;" and we cannot stop it; all the time the girls are speaking that which is false. You have heard about tea and coffee being provided. Why is it that these men give them tea and coffee? Is it because they are so generous that they will give it to them out of their own pockets? Not a bit of it. That man's labour for 30 minutes pays for a cup of coffee. I say if we want to see labour conducted upon principles of equity give us an Act of Parliament so that we can put our finger upon it, which we cannot do now. Then there is Section 16 with regard to the home and private places. There we have a reservation with regard to having ourselves armed with powers. We have gone into lots of places which would come under Section 16; places where a woman worked with her children in one room, eating, drinking, and sleeping, and all; and we go in and out again, and that is all we do; there they are, and there they will be. It is a wonderfully difficult question to know how to touch the lower stratum of these unfortunate creatures in the East-end of London.

16825. What do you suggest as to Section 16?

I should repeal the whole thing and make another one. We have got so many exceptions and modifications in this Act of Parliament of ours that it takes away the whole intention of the law. We are not able to hold the people in our hands in some trades as we should like, and it gives men an opportunity of serving their workpeople as they please.

16826. Then you would cut that out altogether and substitute another and a simpler clause?

Yes, I would.

16827. Giving you greater practical power?

One that we could handle and work to the advantage of the people, because if your Lordships were to ask me the question, "Would you like to cripple these domestic workshops so that you would interfere with the power of the people adding to the little store of the home?" "No, I should reply, certainly not; do all you can to extend it; foster it as far as you can by touching the lowest stratum of employment; but the worst of it is that this stratum is only fed and supported by the avidity of your wholesale people in London who try to extend their work, at the risk of any consequences, into the domestic peoples' homes, that they may save expense and get more profit to themselves.

16828. Then after Clause 46?

I go to Clause 61, and I should knock that completely on the head; that is the special exemption for domestic and certain other factories and workshops, and it is in these we find all the impurities. It relates to the cleanliness (including limewashing, painting, varnishing, and washing) or to the freedom from
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effluvia, or to the overcrowding or ventilation of a factory or workshop ; " all that. If your Lordships would see what is meant by the 2nd, 3rd, 4th, 5th, and 6th sub-sections, you would see that we have no power to go in there, and then the local officer never goes, and between the two stools the thing falls to the ground.

16829. You object to all the exceptions ?

I do ; I would cut that out altogether and have a new one made instead of it. I have alluded already to Section 75, with regard to commencing a factory. With regard to this I should say that we should also require the cubic measurement and the number that the measurement would allow to be employed by day and by night, to be printed or painted inside each room, and there to remain legibly during the time that the people are at work ; and that would at once prevent the overcrowding system, the penalties for overcrowding being made different from what they are now. Under this present Act the penalties are " not exceeding ; " under our Act of 1867 there was a minimum and a maximum penalty for all these things ; and really and truly, considering how neglectful some people are, it seems almost a pity that the " not exceeding " should be the wording of the penalty, rather than one which would be deterrent from the commission of the offence.

16830. I gather from what you say that you do not think that the penalty for breaking the Act is sufficient ?

No, I do not.

16831. Did you mean that you would prefer that a larger money penalty, a larger fine, should be inflicted ?

Yes, I do ; I mean to say it is no use to give a man a stroke unless you make him feel it ; if you do not wish to make him feel it, do not give him one at all. To-morrow I shall be in a Police Court ; on Thursday I shall be in a Police Court ; I am asking for adjudication on complaints, that will lack perhaps in point of severity. Shall I get the same penalty in proportion to the evidence given in both courts ? I may, I may not. Let me go to a city court for the same thing, and I will get 1 *l.* penalty in one court while I get 6 *d.* in another. Why do I not get more than 6 *d.* penalty ? A big man that can afford to pay 6 *l.* is fined 6 *d.* ; but a poor creature is fined 1 *l.* and is not able to pay that.

16832. You are speaking now of a different thing ; that the law is not, in your opinion, justly administered ; but I understood you to say before that you thought that the magistrates had not power to inflict a sufficient penalty ?

No, I am wrong ; what I say is, that I am sorry that the wording of the Act remains " not exceeding " so much ; the penalty is so and so for not doing this, " Not exceeding 2 *l.* " I say that the magistrate can inflict 6 *d.* or one sovereign or two, as he feels disposed. That I object to. Under the old system, which we used to work upon, where there was a minimum penalty as well as a maximum penalty, as between the highest and the lowest specified, we got better results.

16833. You think that the maximum penalty is sufficient as it is ?

Yes.

16834. But you object to there being no sufficient minimum ?

No sufficient minimum, that is it.

16835. Lord Archbishop of *Canterbury*.] I quite understand what you say, that book No. 40 is not used in the way that Mr. Lyons describes ; but I do not see why it is impossible it should be. Mr. Lyons seems to say that as soon as a man gets his book there are printers who can supply him with duplicates ?

Yes, that is so.

16836. Then, as I understand Mr. Lyons, when you go there the next morning you are not shown the tales of the checks filled up in the presence of

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the workpeople, but the tales from another book which are filled up to correspond with the checks sent to you; why is that impossible?

It would not serve the purpose of any sweater to do so; he would gain nothing by endeavouring to dodge us in that way.

16837. He shows you that his overtime work is according to law; but he puts down before the girls a statement which accords with the fact, only it never reaches you?

Then we go to our office and find the check corresponding to the night on which he worked overtime placed in our bundle; and if we have not got that we go back to him and make him show cause why.

16838. I do not see why he could not fill up one for you with a tally to correspond, and fill up a separate one for the workpeople with a tally to correspond?

If he sends one for the night he works overtime; what more do we want? If he had 20 books I do not see what good use he would make of them; if a man says, "I will not send the Inspector notice to-night," he will fill up one and leave it there; and the workpeople may say, he has filled up this check to go to the Inspector; they do not know whether he has sent it away; we go down and say to him, "You worked overtime last Thursday, did you not," and he says "Yes." "Where is your book?" we ask him; "there it is;" "you sent on the check." "Yes, there it is;" and if I do not believe him I go to my office and see it, and if I do not see the counterfoil at my office I am down upon him.

16839. But supposing the master says he did not work overtime that night, and really he did?

Then we question his hands and examine them; and if they all say, no, they did not, and if they will stick to that which may be untrue, we are done.

16840. *Chairman.*] If you did not come down at all to ask if he had worked overtime, what then?

Then they would go on easy enough, they would go on their way rejoicing.

16841. *Lord Archbishop of Canterbury.*] It is possible then that the thing complained of might occur.

But I do hope that that book will be altered as I have suggested, and that will stop it.

16842. Does the trade in exceedingly bad furniture go on as gaily as ever; how is it that the dealers do not by degrees learn?

Fashion is a wonderful thing; we get into a habit and stick to it though it be bad; and in this cabinet trade people say, "I cannot afford to give this money;" "there it is, madam." She has only 3 *l.* in her purse and she must have it; it is cheapness; cheapness versus value.

16843. You say there has been a great amount of this cheap valueless stuff made and sold, but I understood you to say that there is good work, as good as ever, at prices as dear as ever?

Fair prices.

16844. There is as good work produced; it is not that all trade has gone down, even in the East-end?

There are good workmen in the East-end that make as sound work as ever.

16845. And as dear as ever?

No; cheaper, owing to the use of machinery, and since we had the Museum at Bethnal Green, where the Queen was kind enough to send specimens of this medieval furniture, I have noted an exceedingly great and rapid impulse in endeavours to produce a pretty thing, and our styles in the East of London now are really very pretty and nice, chiefly copying the Tudor or the Queen Anne's,
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and so forth. The men who work make a worthless thing, but it has style, it must be very fine; it must be in the Tudor style or the Renaissance style. What is it worth? not worth 4 *d.*; but he will sell it for a couple of pounds. Therefore we have the appearances which are so deceitful; the thing made is nothing, but the style is captivating. The same in the boot trade; you get a beautiful looking boot for 4 *s.* 11 *d.*; but wear it on a wet day and you find that your feet and the wet come rather too close together.

16846. Then to go to quite a different question; we heard a great deal about there being hostility between the Jews and Gentiles, and about Gentiles departing from streets which Jews began to occupy; I rather gather from you that you do not think that is true?

I think your Grace may take it from me that it is not true.

16847. We heard rather threatening statements about what might be the consequence?

I know some classes of Jews. Take the Polish Jews, for instance, they are rather a sullen dogged sort of men, who would no doubt assert their rights; but take the Polish Jewish men away, and upon my word the docility among the people is very great. I assure you that I have considered many a time that if we had that same desire to be amenable amongst the Gentiles that we have amongst the Jews, it would relieve us of a great deal of our work.

16848. And the terms on which they live together are satisfactory?

As far as we know; I do not think that we could show you an instance where we have known that there was anything like an ill-feeling between the Jew and the Gentile; and I am sure I could say this, that if an ill-feeling was apparent, I would warrant that the Gentile would be the cause of it.

16849. Lord *Clifford of Chudleigh*.] I should like to ask you one question with regard to the notice of setting up a factory, or workshop rather; section 75 you would wish to see altered, so that every workshop should be obliged to send notice?

Yes.

16850. Would you throw the onus of sending that notice upon the occupier, or would you throw it upon the landlord?

On the occupier.

16851. Earl of *Aberdeen*.] Did you mention that the effect that the introduction of gas engineers had been to turn workshops into factories?

Workshops into factories.

16852. Owing to the definition of a workshop, as a place where there is no moving machine?

Quite so.

16853. Your powers are much less in regard to workshops than in regard to factories?

Quite so.

16854. Would you be in favour of an assimilation of the powers?

We do not want such powers in a workshop as we have in a factory, because we have not so much to do. In a factory we have to look at the machinery, and to examine its fencing, and to see whether the machines are working harmoniously or otherwise, in addition to the work we would have to do in a workshop.

16855. But are there not other matters affecting the well-being or the health of the workpeople which require attention in workshops as well as in factories?

Decidedly.

16856. That you have not control over?

That we have not control over.

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16857. Is it not desirable that you should have control over those matters?
Yes.

16858. You have not at present, where such things occur in workshops?
Where in a workshop they have adult labour by men or women, or by men and women, we have no authority whatever in regard to sanitary condition.

16859. Would you think it an improvement if you had authority?
Most certainly.

16860. You spoke of the habits of girls in some classes of work in the matter of late rising, and consequently working overtime; how is it that the employers do not object to the overtime at night?

The employers like the overtime because they themselves are those who ask for it; they like the overtime because they have work to do.

16861. Do not the workers get more pay for it?
The girls get paid for overtime.

16862. Extra?
Yes.

16863. Would it not pay the employer better to have the work done in the morning instead of at night?

I am very happy to know that the feeling is growing in London that overtime a loss, and that masters more and more will not have it. I frequently hear, "If the girls would come at a proper time, we should be able to do that work better."

16864. Have you come across much abuse of what is known as the learner system, whereby young people are employed for a short time as learners, and then those who are not very skillful are sent away after a time?

Yes, in nearly all the City trades the learners are taken on for a period; some get money when they start, and some less, and some none.

16865. Does it amount to a hardship in your opinion?

No; I may say that taking the case of the artificial flower makers, and in the case of the ostrich feathers people where girls must be skilled to do their work, they go through a sort of apprenticeship, and yet it is no apprenticeship; they receive wages, small wages, to begin with, and get raised according to their proficiency.

16866. I was speaking rather of a supposed case where an employer gets work out of people at a very low rate of wage on the ground of their being learners, and then, when he has used them as far as his purpose requires, discharges them?

That is common enough.

16867. Is that a hardship?
It is a hardship

16868. Is there any mode of checking it that occurs to you?
No.

16869. I think you mentioned that you did not find much difficulty as regards the employers objecting to inquiries and remarks upon your part in carrying out your inspection?

No.

16870. Would you say that a great deal depends upon the manner and mode in which an inspector gives his opinion or makes inquiries?

I quite agree in regard to the spirit that should be engendered on the part of the inspector towards those whom he has to see, that he should engender a spirit of confidence in them, and of respect.

16871. You think, where that course is adopted, there is not much difficulty?
No, not at all. In the Report for 1887, that you have before you, I mention that I have received information as to wages from the books of the manufacturers;

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facturers; I was very much surprised indeed, that in seeking for information, they should meet me in this way: "You can judge for yourself, here is our wage-book," and they have put their wage-book before me in their counting-houses, and I have gone right through it with them, and perceived the average of their week's earnings. I thought it was very complimentary.

16872. Where you have had to draw attention to inadequacy of the premises, or defects in the buildings, have you been brought in contact with the ground-landlord?

No, never.

16873. You have no means of access to the landlord?

No.

16874. But, I suppose, that in many of the cases, the landlord is entirely responsible, or should be responsible?

Not that we know; not under us in any way.

16875. But have you reason to think that it is not the fault of the occupier, in many cases, when the premises are not in sufficient repair?

Yes, quite the landlord's fault, we have instances of that; and I almost think that I, perhaps, may have said what was hardly the thing to say, when I said that the landlord, as a rule, never refused to do what the tenant asked him in these matters. My colleague has told me that he has had instances where they have refused, but they were very few in number. I mention that, because I like to be accurate in what I say; but in regard to your Lordship's question, if the landlord did refuse, we should have no power to say to him, "You shall."

16876. But where it is a very small landlord I suppose he either cannot, or will not, do what perhaps you think desirable?

I think in any property in the East of London, the landlords are landlords of groups of houses; they have blocks; they do not keep to one.

16877. They are not men of capital, I presume?

I may say that we have had all sorts of structural defects remedied in the East of London by our efforts, which ought to have been done by the local authorities, but they would not do it; and I say that that is a proof that if the power were given to the inspectors to say, "This must be done," they would ten thousand times rather do it at our asking than they would by the compulsion of the local people. There is something in it which may be undefinable, but we walk into the place, and as for their not respecting us, they do respect us, and treat us with kindness, and a word from us, and as far as they can they will be very glad to yield.

16878. Lord *Monkswell*.] About this room, of which Mr. Lyons spoke, you say it was 15 feet long by 8 to 10 feet wide and 14 high; but if it had 6,000 cubic feet, as you stated, and if it were 15 feet by 9 feet, it will be 44 feet high, rather more than that?

When I was answering the question I think I told his Lordship that I was speaking from memory, and that I wished I had my notes here that I might give the exact figure. I said that I considered that the workshop would contain about 6,000 cubic feet. I then gave the measurements of the room to be as I have stated.

16879. *Chairman*.] Perhaps you will get the right measurement of cubic space for us?

I shall be happy to do so. If I said 6,000 cubic feet, it was the expression of cubic measurement from memory, without my notes; and then I gave the length, the height, and the depth which I remembered. I will forward to your Lordship to-night the exact proportions of the room.

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16880. Lord *Monkswell.*] You say that you have been told that 2 s. 6 d. has been paid to a sweater for what he has paid 4½ d. for ; do you know that of your own knowledge ?

No ; they are not called sweaters. When I say that it is not of my own knowledge ; it is because I am stating what I do not know.

The Witness is directed to withdraw.

Ordered, That this Committee be adjourned to Thursday next,
Eleven o'clock.

Die Jovis, 13^o Decembris, 1888.

LORDS PRESENT:

Lord Archbishop of CANTERBURY.
 Earl of DERBY.
 Viscount GORDON (*Earl of Aberdeen*).
 Lord CLIFFORD OF CHUDLEIGH.

Lord FOXFORD (*Earl of Limerick*).
 Lord KENRY (*Earl of Dunraven and Mount-Earl*).
 Lord MONKSWELL.

LORD KENRY (EARL OF DUNRAVEN AND MOUNT-EARL), IN THE CHAIR.

LIEUTENANT COLONEL BEN HAY MARTINDALE, C.B., is called in ; and having been sworn, is Examined, as follows :

16881. *Chairman.*] You are the manager, are you not, of the St. Katharine's Dock?

Of the London and St. Katharine Docks Company.

16882. What docks are included in that?

The London, the St. Katharine, the Royal Victoria, the Royal Albert, the Cutler-street warehouses, and the East Smithfield Railway Depot.

16883. Is the work carried on in your docks in much the same way as has already been described before the Committee in other docks?

No, it differs very widely.

16884. Perhaps you will tell us in what it differs, or explain to us how the work is generally carried on?

The work in the London Dock is given out to a large number of contractors, altogether to 257 men, in 99 sets, besides 42 men who work independently in mending the bales of wool during sales.

16885. All these men are contractors, I think?

They are all piece workers, as we call them ; the word "piece worker," and the word "contractor" are used indifferently with us. Of these men, fourteen work in sets of two each ; twelve work in sets of three each ; eleven others work in one set of three, and four sets of two each. Then there are two men writing show cards ; those are the cards used when they show wool ; they write cards and put them on the bales of wool to specify the description, and so on. Two more men work at sewing on show cards. Then there are ten men in five sets ; forty-two men mending bales who work separately ; one man drawing sale samples ; then five men in one set, eight men in two sets ; three men in one set, and six men in three sets. All those are piece workers on the wool business. We do a very large proportion of the enormous wool business of London. Then on No. 1 and No. 2 Warehouses, and West Quay, we have thirty-one men in nineteen sets. At Nos. 3 and 4 Departments we have thirteen men in six sets ; at No. 5, and East Quay, we have twenty men in six sets. At the South Quay, we have thirty-four men in eleven sets ; at the Eastern Dock we have fifty men in thirteen sets ; and at No. 11 Warehouse, we have thirty-five men in eleven sets. These figures make altogether 257 piece-workers in ninety-nine sets, and forty-two men who work independently. Each of these sets employ men under them, and pay them 6*d.* an hour. They do not pay them any plus, but they make a present to some three or four of their leading men of some trifle for the day's work, whatever they please, in fact ; but our system is that, with rare exceptions, we have no plus.

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[Continued.]

The men working at day-work with us receive 5 *d.* an hour; the men working at piece-work with us receive 6 *d.* an hour. That has prevailed for many years in the Victoria Dock. In April 1880, I tried the plan of giving out the work to the men as a whole, with a ganger, and with the idea that the men should divide the plus among them. It was with a sugar ship from Manilla, called the "Inch-green." The men after a few hours' work struck. That strike extended throughout the London Dock, and was on the point of extending to the whole of our dock system. I met some 1,500 to 2,000 of the men, I suppose, in the morning, and spoke to them, and they appointed a deputation of 15 men to see me. I saw them, and heard all they had to say at length; and the burden of what they said was this: that they got on an average perhaps a penny an hour, plus money in addition to the 5 *d.*, but it was quite uncertain, they never knew whether they were quite getting what they ought to do; they never knew what they would get; and their petition was that, instead of the uncertain plus, we would give them, as they had at the Victoria Dock, 6 *d.* an hour. That claim of the men I recommended my directors to assent to. It was assented to, and it has prevailed ever since, and I may say, without complaint; I have had no complaint, I think, on the score of wages from the London Dock since then. That same system prevails at the Victoria Dock and at the Albert Dock. At Cutler-street there is a different system; the work at the Cutler street warehouses is entirely with fine class goods, tea, silk, what are called piece goods from the East, such as cashmere shawls and other things, carpets, curios, and cochineal, and very valuable produce of that kind. The tea is given out to gangs of men who share alike with some exceptions; that is to say, the foreman gets a certain share. They have a representative to each gang who ascertains constantly what the work done is. They have one or two men who do special work, and to whom the men allow some small sum a day for doing that special work; and with those exceptions the plus money is divided among the men. They get very good wages; they make probably from 26 *s.* to 30 *s.* a week, and I have never had any dissatisfaction from them with regard to the system. Some few months ago, when we had an extreme pressure upon us, we reduced certain rates, making a reduction all round of about 10 per cent. There was a good deal of grumbling at that on the part of the men. The matter was carefully considered, and the 10 per cent. was reduced to about 5 per cent., and since that some extra rates have been given, and I suppose the reduction now does not amount to over 3 per cent. on the old rates; but the men make very good wages, and I have every reason to believe that they are satisfied with their work and with their wages. The East Smithfield Depot is worked entirely by contract, that is to say, it is given out to contractors who do the whole work, take their own men and do the work themselves, and to whom we pay a certain rate per ton or per package, whatever it may be. That is merely a Railway Receiving Yard for receiving goods from London to forward to the Victoria and Albert Docks, and also receiving goods from the Victoria and Albert Docks for distribution in London. Those are the broad outlines of our system.

16886. These piece-workers or contractors in the London Dock work in what you call sets?

Yes.

16887. What is a set; is it the same as what has been termed a gang?

No; by a "set" we mean that there may be two men contractors for work, or there may be three men contractors for a certain job, or there may be half-a-dozen men contractors for a certain job.

16888. You mean that two or three or half-a-dozen men contract to do a certain piece of work?

Yes, or for a certain class of work.

16889. Does any one of them act as a kind of foreman to the others?

Where it is a set of two men, the two men take the job.

16890. Supposing it is the case of half-a-dozen men?

Then the half-a-dozen men take the job.

16891. What

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16891. What kind of a contract do you make with them?

It is always in writing; a written contract signed by the warehouse-keeper on the one side, and by the men on the other.

16892. Perhaps we had better see one for a specimen?

I could give you a form (*handing in a form to the Chairman*).

16893. You have not got one filled up, I suppose, with you?

Yes, I have one here, but I will ask your Lordship to be good enough not to print it, because it contains our private rates for work, and so on. (*The Witness hands in another form, filled up.*)

16894. I see that according to your form of contract, when more than one person joins in the contract, every one of them has to sign the agreement?

Yes.

16895. But that if it is arranged that only one person shall receive the money, the part applicable thereto is to be filled up?

Yes

16896. Are the Committee rather to understand from that that it is common for one person to receive the money?

Yes, when two men are working together they will very often arrange that one man shall receive the money; they are partners, in fact.

16897. And it would be the same case if there were half-a-dozen?

Yes.

16898. And you would not know whether those half-a-dozen men were sharing equally, or whether one was receiving more than the others; it would be no part of your business to know that?

I think we may be quite sure that they are sharing equally, that is to say, whatever their arrangement is among themselves, we are sure will be fairly carried out among them.

16899. Your contract, in fact, is an engagement on the part of two or more persons to do a certain piece of work which is specified in the contract at certain prices which are also specified in the contract?

Yes, and as you may judge from the number I have given you, the work is very varied, and is therefore given out to a large number of different piece-workers.

16900. Then these men employ labour?

These men employ labour.

16901. And with what they pay the labourer you have nothing to do?

Yes; we insist upon it that all our piece-workers shall pay the labourers who are working under them 6 *d.* an hour.

16902. That is not specified in the contract, is it?

No, I think not; but it is the absolute rule. We advance money to piece-workers at such a rate a day as enables them to do it, and we know that it is done.

16903. I see it is specified in the filled-in contract?

I had forgotten that.

16904. Do you know whether these contractors sub-let their contracts?

They do not.

16905. How would you know if they did?

We should know by the supervision we exercise. There is not room for the sub-letting. You see the work is already so split up that there is not room for it. Each of these sets of men have different classes of work to do.

16906. We will take a supposititious case, and take any set, say, of two men, how much labour would they probably employ?

Taking it all round, each set would employ about 10 men, but that varies enormously with the class of work and the time of year.

(50.)

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16907. But

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16907. But I do not quite see what is to prevent one of these sets putting out their contract to some one else if they like, if they can do so at a profit?

These men work at it themselves with the men they employ. They are men just above the grade of the labourer; they are skilled, intelligent men, who have been selected for their skill and intelligence, and they work with their labourers in common at this work, and we see that they are at work at it.

16608. What is the superintendence that you exercise over them?

We have warehouse keepers, with deputies and assistants and foremen, who are all skilled men in the particular work which is let out to these men, and who would see in a moment if other men were working at it; in fact, the other men would not be admitted into the warehouse to work, strangers.

16909. Why not?

Because we cannot afford to have strangers about our warehouses.

16910. You mean on account of dishonesty?

On account of the value of the property.

16911. That is the reason why you exercise so much supervision, I presume?

That is why we are obliged to exercise so much supervision.

16912. And would you know if the men were employed at piece-work instead of at the rate of 6 *d.* an hour, as you specify they should be?

Yes, we should know it.

16913. How would you become aware of it?

We know that they are paid the 6 *d.* an hour, partly from private inquiry among the men.

16914. I mean if a set employing, say, 10 men, or a large set employing 20 men, chose to make an arrangement with the men, and the men agreed to it, to pay them by piece-work, or pay them a less sum than 6 *d.*, how would it come to your knowledge?

It would come to our knowledge by complaint from the men.

16915. But they would not complain if they had been a party to the transaction?

I have not the slightest idea that there is anything of the kind; I utterly disbelieve it; it is merely raising a shadow. It is not so.

16916. This business in the London Dock is principally wool, I think you say?

No; in the London Dock there are 74 men in 33 sets engaged in the wool business; then there are 31 men in 19 sets on No. 1 and No. 2 warehouses and West Quay employed in discharging ships, receiving on quay and shipping off overside goods, landing goods by craft, and trucking to warehouse, trucking from warehouse, and shipping off goods to craft, working metals and wool, working and sorting shells, housing, working, and delivering wool, drugs, and other goods. There is another group.

16917. The greater part, I take it, is in wool, is it not?

No, not there; the greater part is in the other things.

16918. I thought you told us at the commencement of your evidence that the greater part of the work done in the London Dock is wool?

The number of men employed as piece-workers in the wool department is what I gave at first, 74 in 33 sets. The total number employed in the London Dock is 257 men in 99 sets; and when I give you the wool I give you only one fragment, a large fragment, but only a fragment of the work of the London Dock.

16919. Do you employ the same contractors year by year, the same groups of persons?

Yes, as long as they behave,

16920. Doing

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[Continued.]

16920. Doing the same kind of work ?

At that particular kind of work.

16921. Do you have much competition from other men wanting to get contract work ?

No, I do not know that we have much ; I should say not.

16922. What I want to find out from you is whether, practically speaking, you put out this work to competition, or whether you employ the same men all the time ?

We practically employ the same men as long as they conduct themselves well, and do the work to our satisfaction.

16923. Do your prices vary much ?

No, not very much.

16924. Have they gone down of late years owing to machinery ?

Yes, they have gone down of late years. We have had better machinery and better appliances, but the wages of the men have increased.

16925. Quite so ; I am talking of the contract prices ?

The piece-work price has gone down.

16926. You find all the machinery, I presume ?

Yes, we find all the machinery and we find appliances.

16927. Do you take any special care to see that the work of discharging ships is properly conducted so as to avoid danger ?

We take every care that men can take, and the best proof of that is the singularly few accidents that we have in the dock.

16928. Can you give us the number of accidents that occur ?

Yes, I can. Perhaps you would allow me to give it in this shape : The number of men we employ on an average, and the number of accidents.

16929. Are you taking one dock or all the docks ?

I am taking now the whole of the docks, and the whole of the accidents.

16930. And the Cutler-street warehouses and the East Smithfield Dépôt ?

Yes, the whole. The average number of extra labourers employed by the company is about 4,000 men in one day.

16931. That is to say, men not included among these contractors that we have been speaking of ?

Including the men employed by the contractors, put not permanent men, nor preferable men ; I will give those afterwards, if you please. The maximum number is about 6,500, the minimum number is about 2,200 ; the number of permanent labourers is about 600 ; the number of preferable extra labourers, about 700 ; the average per day, about 5,300 ; the maximum per day, about 7,800 ; the minimum per day, about 3,500. Now the number of men fatally injured in the 12 months ended 31st of October 1888, was eight, and one man accidentally drowned. The total number of men receiving an allowance on account of accidents in the same period was, 9 permanent, and 124 preferable and extra ; making a total of 133. The time they received this charitable allowance varied from 1 to 22 weeks ; the average duration of the allowance was from three to four weeks. We have no record of cases maimed for life, but all the superintendents agree that they must be very few ; the length of time of the allowances in cases of injury confirms this. In the Victoria Dock, the cases of permanent injury were, in 1885, one ; in 1886, one ; in 1887, one ; in 1888, nil. I am now giving the cases in each dock, as far as I have been able to ascertain them, of the cases permanently maimed. In the Albert Dock the superintendent reports that he does not remember, and cannot trace any case. In the London and St. Katharine Docks, the superintendent reports that out of 42 cases of accident he has traced that 36 returned to work ; the remaining six he has not been able to trace ; but there was one man permanently disabled by the loss of a leg. Now taking the average number of labourers employed daily

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at 5,300, for 306 days in the year (that is 313 days, less the holidays), that gives 1,621,800 men employed in the year. Taking the total number of accidents as 142, it gives '0000875, or the chances are about 11,400 to 1 that a man will escape accident. Or as the decimal per day is 0.46, and there are 5,300 men employed, the chances of his not meeting with an accident are about 11,529 to 1, just about the same as the other. If we add to these 40 ruptures, the decimal would be then nearly 0.6, and the chances are nearly 9,000 to 1 against his meeting with an accident. I have mentioned the ruptures, because we subscribe to the Truss Society, and are in the habit of giving trusses to men when they ask us for them; but the Committee must not understand that these 40 are all men ruptured in our service; they include new trusses issued in place of old, and applications from men in our employ who may rupture themselves from any cause, whether on the works or not; and if you take these chances and divide the 11,000 odd by 306, the number of days that they work in a year, and assume that the man works every day, the chances are that in 35 years he would not meet with an accident, and that is borne out by our experience.

16932. I take it from you that you consider that working continuously for 35 years, the chances are a man would receive no accident?

The figures show it; and I am very glad that your Lordship has given me this opportunity of making this statement; because in the daily press, in the last day or two, there have appeared some statements, which certainly, as regards our docks, are absolutely and utterly unfounded.

16933. What would you take as the average life of a working man?

I think our experience is that the working men in steady work, like our permanent men and our preferable men, live to a great age.

16934. Would you take it at 30 years?

I would take it quite at 30 years. We are constantly placing on our superannuation list—

16935. Then, according to your figures, it appears to me that, during the average life of a man, no accident would occur?

I think so.

16936. In fact that dock work, according to you, is absolutely free from all danger to life or limb?

No, I cannot say that because we have these accidents; but I can say this: that every precaution that men can take in ensuring the best machinery that can be got, in employing only skilled and expert men to look after that machinery, in maintaining it in first-rate order, and in guarding against accident, every precaution, I say, that can be taken is taken by my company.

16937. Is your company responsible under the Employers' Liability Act in all your docks?

Yes, it is fully responsible.

16938. In all the docks?

Yes, in all the docks.

16939. Your contractors are in no cases responsible?

As a rule, whether the accident happens under a contract or not, we have to pay for it. I think it is quite wrong it should be so; I think that where the contractor takes on his own labour, and we do not exercise a control over it, there the contractor ought to bear the responsibility; but, as a matter of fact, the persons injured generally go against the company; the sympathies of juries are, naturally enough, nearly always with the poor man against the company, and where we do defend cases we generally lose them; but we settle many cases that do not go into court at all.

16940. When you speak of men receiving allowances, receiving allowances from whom?

From the company. Every married man who is injured, whether he is permanent

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permanent or preferable or extra, receives from us 8 s. a week while he is unable to work; the unmarried man receives 7 s. a week.

16941. How did you get these figures that you have given us?
From our official records.

16942. That is to say, from all the cases where the company have been applied to in case of accident?

Every case in which we have given a compassionate allowance.

16943. And you say that in no cases in all your docks are the contractors liable under the Act?

They are liable, I think, under the Act; but as I have said, usually the man who is hurt goes against the company.

16944. If you are not liable, why do you pay?
Because the court generally gives it against us if we defend it.

16945. You mean, you think, that you are not really liable, but that you are made liable?

We are made liable, and we very often settle it rather than go to law about it.

16946. And you think the men do not receive compensation from the contractors?

In some few cases, yes.

16947. These would not be included in your figures?
No, those would not be included.

16948. It has been alleged before us that in cases of accident (I do not know whether it referred to any of your docks or not, but it was generally stated) the men frequently could get no redress from the dock company, and that the contractors managed to evade their responsibility on account of their poverty, and so on; is that likely to be the case?

I do not think that is the case.

16949. I suppose accidents can be avoided a great deal by taking proper precautions to see that the men at the hatchways are competent men, that sets do not slip in the sling, and so on, and that the gear is in good condition, and kept in good order?

No doubt.

16950. About these 42 men that you said worked separately; do they work separately at piecework always?

Yes; a peculiar business; mending the bales of wool, and so on; they earn about 7 s. or 8 s. a day while they are at it.

16951. Do they employ anybody under them?
No, not those 42 men.

16952. Then I think you spoke about a sugar ship in the Victoria Dock?

That was in the London Dock. If I said the Victoria, it was an error on my part; it was in the London Dock.

16953. And in that case you made an experiment?
I did.

16954. That is to say, you paid the men so much an hour; 5 d. an hour?

I was going to pay them; I had given out the work to the men as a gang, intending that they should share in the proceeds between them; after some three or four hours they struck.

16955. But I understand you paid them at a certain rate per hour?
I never got so far as that.

16956. But that was the intention?

That was the intention; that they should have the plus divided among them.

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16957. Your intention was to pay them so much an hour, and that they should divide the extra among themselves?

Yes.

16958. And that, you say, they did not like; and they preferred to be paid 6 *d.* an hour?

Yes. I took a great deal of trouble at the time (it is more than eight years ago now) to try and get at the cause of that strike; and the only cause that I could get at was this: that they thought it would injure the piece-workers whom they had been in the habit of working under; they went to their "boss," as they called it, and said, "Now, will this hurt you?" and he said "Yes," and it was owing to that that they struck. I have never been able to get any reason but that.

16959. I think you told us that they complained, or had an idea, that they could not tell what the plus was going to be, and did not know how it was calculated; and that altogether they thought it was unsatisfactory, and would prefer to be paid by time work?

They said that it was uncertain; they never knew what they were going to get, and they preferred the certain 6 *d.* to the chances of the "plus."

16960. And since then you have returned to the time system?

We have our day men, and then these men under the piece-workers who are all paid 6 *d.* an hour.

16961. You spoke of the permanent and preferable men; will you describe the difference between them?

The permanent men are on the establishment of the company, and receive superannuation allowances.

16962. What do they do?

They are leading men throughout the docks.

16963. They are on the regular staff of the docks?

They are on the regular staff of the docks.

16964. But they are not superintending work; they are working themselves, are they not?

They work, but they work in with other men.

16965. For instance, what would they have to do in connection with these 257 contractors in the London Dock?

Some of them have part of these contracts; and some of the extra men have part of these contracts. For instance, in the wool warehouse the first set is given to two preferable labourers, they house the wool at landing, they weigh, sample, and pile. The next set is given to one extra and one preferable labourer who does the same work. The next set is given to a preferable and an extra; many of these extra men with us are employed practically as continuously as the permanent and the preferable extra men.

16966. Then I understand the permanent men are the superior class of labourers that get the first of the work?

The permanent men are men who have been selected for their skill and ability, and who are on the permanent staff of the Company. The preferable extra man gets yearly a parchment ticket—

16967. Do you mean that you pay these permanent men, whethery they have work or no work to do?

Yes; we pay them 1 *l.* a week, and they get overtime, which brings it up practically to 25 *s.* and odd. Then the preferable extra man gets a parchment ticket at the beginning of the year with his name on it, which entitles him to work at particular departments in preference to any other labourers during the year; that is to say, he would be taken on for work before any man who had not a ticket of that kind. Those are men who have been selected for their good conduct and ability and skill. Then come the extra labourers who are taken on daily.

16968. How

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[*Continued.*

16968. How are these extra labourers taken on ; by whom ?

They are taken on by the foreman.

16969. And by these contractors, I suppose ?

The piece-workers take on their own ; but if work is slack the piece-worker has to take on such permanent men and preferable men as we have not work for before extra men are taken on. After that he takes on whom he pleases.

16970. And you do the same thing when you require them ?

Yes.

16971. That is to say, you select any men you like out of the crowd waiting at the dock gates ?

Yes ; but we have a large number of extra men, over a thousand I should think, who, practically, come in regularly to work ; men who have worked with us for a long time.

16972. Have your foremen got tickets to give out ?

For day-work. Of course the contractor has his own tickets for piece-work ; but every day workman who is taken on by us receives a ticket, a cardboard ticket, and has to give it up in the evening. No man who employs labour with us pays labour under any circumstances ; we have a pay branch by whom all labour is paid ; so that no man who employs labour has the slightest interest in the payment of the labour.

16973. The foreman takes the men on ?

The foreman takes the men on under orders from his warehouse keeper.

16974. And who pays them ?

The paymaster's clerks.

16975. And the foreman takes them on by means of these tickets ?

The foreman calls them on, and gives them a ticket as they come on.

16976. Do you mean he gives a man a ticket at the dock gates ?

The major part of our labour is taken on in the morning. In the morning we are able to let the men inside the dock gates into the yard, where there are chains drawn across just to keep them from rushing into the docks, and the men come into the yards and are taken on there. The taking on of labour outside the gates is for labour that is required after the ordinary morning taking on ; casual taking on during the day.

16977. Did I understand you that the ticket is always given to the men at the docks ?

Always.

16978. That the foreman has not a number of tickets to give to-day for work to be done to-morrow ?

No ; he has only got the tickets for the day.

16979. We have heard it complained of before the Committee that a great deal of favouritism was shown by foremen, and that they are bribed and so on by other men ; do you know anything about that ?

Yes, I do know about it. Some little time ago, I think it was in October last, Mr. Montagu, the Member of Parliament, and a deputation came to see me about the labour, and they brought up with them three labourers, whom they had taken at random, to state before the deputation and myself any grievances that they might have. The men unanimously said that they had never been asked to bribe any official of the company, and had never been asked to give them beer or anything of the kind. One or two of them said that they understood that the contractor sometimes got beer from the men, but it was not within their personal knowledge, and they could give no case of it. One man I asked whether he had been ever asked for anything in order to get employment ; he said, " Yes." I asked him how long ago, and he said, " Ten years." Your Lordships, I know, have heard a good deal about beer being given to these piece workers to take men on. May I venture to point out how

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very limited that must be, assuming it to exist. Some of these contractors take on from 20 to 50 or 60 men. Is it to be assumed that this man, who must be sober when he comes to his work, who we take very good care is sober, or we should turn him out of the dock then and there, and not employ him again, swallows down at night somewhere between 10 and 50 pints of beer in order that he may take men on for work? It does appear to me to be one of these tremendous exaggerations that really only want stating——

16980. What was alleged before the Committee was that if the foreman was treated occasionally he was more likely to give work to the man that treated him than to the man that did not?

I feel absolutely certain as regards our foremen that there is nothing of the kind; and what is more, when these men came before me they stated unanimously that there was nothing of the kind; that they had nothing whatever to allege against the dock officials. Our foremen are men who have been raised to their position for their sobriety, for their intelligence, for their good conduct; many of them having entered the dock as boys have been regularly trained up in the service, and they are as respectable, honest, and hardworking a set of men as you can find.

16981. I take it from you that, in your opinion, none of these things occur, because you have confidence in the respectable character of your contractors and foremen?

I am sure they do not occur.

16982. At the same time, I presume that if such a state of things did occur, and the men complained to you, their chance of getting employment under the same contractor or foreman would be a poor one?

Not at all; if a man complained to me, and his complaint was just, it would be an additional reason why he would get employment; because a foreman would be afraid of not employing him for fear of the charge of injustice.

16983. You think that having this great number of men you have mentioned, and this great number of foremen and contractors, it would be possible for you to exercise such a close control over them that they could not prevent a man getting work, if they chose to do it?

No, I think they could do it, but I do not think they do it. The fact is that practically I have no complaints; I never refuse to see any man who comes to see me.

16984. Do you insist upon your contractors employing any particular number of men to do any particular quantity of work?

The piece-workers. No we should insist upon this; that the work was carried on to our satisfaction, and that the contractor employed such a number of men as enabled him to do it. But there is one class of persons that, as far as I know, have been left out of sight before your Committee, and that is our customers, the men who employ us, and to whom we have to give satisfaction.

16985. That is, perhaps, rather another branch of the subject?

It rather indirectly answers your question about the number of men.

16986. Perhaps you will tell us about that later on. I want to know whether in the case where you put out the work to a man at a certain price you exercise any control over the amount of labour that he employs upon that quantity of work?

We should let the man take on as many men as he thought fit, provided that the work was going on to our satisfaction.

16987. Or as few as he thought fit?

Or as few as he thought fit, provided the work was going on to our satisfaction; but we know to a nicety the number of men he must employ to do the work, and we know also the number of men he does employ.

16988. I will ask you to look for a moment at the answer to Question 13678, on page 207; the witness says, "In the London Dock the contractors have the privilege of taking on who they like; that is to say, they are served out with

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[Continued.]

with a number of tickets, and these tickets are given away generally to their own companions"; that, I think, you say is incorrect; I think you told us the contractors do not give tickets?

Yes; the contractors have their own tickets. It is correct, subject to this: that they have to take on first the men that we insist that they shall take on if we have spare labour; and secondly, that I have no idea whether they give it to their own companions or not.

16989. There he goes on to say, "Of course it is to their interest and their advantage personally to get the work done on the cheapest principle possible, that is employing the least number of men that they can possibly do; and the consequence is that if they do get the work done with a small number of men, they have a certain amount of what is called "plus" or surplus at the end of the week; in fact, it is simply sweating money;" that, I presume, would be correct also?

No, I think, not quite with us; because the price which we pay the contractor is based on his paying the men 6*d.* an hour, and we know that the contractors do pay the men that.

16990. That is not the question at all. What the witness says is, that it is to their advantage to get the work done by employing the least number of men possible; he does not say anything about the rate of wages. That would be so, that it is to their advantage to get the work done by employing the least number of men possible?

So would it be in every kind of piece-work, and every possible trade that you could name.

16991. That would be so, would it not?

Yes.

16992. But I understand from you that you take some means of ascertaining that the contractor employs a sufficient number of men?

We do; we should insist on his employing more if there were not enough.

16993. If you thought there were not enough, that is to say — — ?

Yes.

16994. But if according to your experience you thought he could get the work done properly with the number of men he had you would not interfere?

No.

16995. Earl of *Derby*.] Do you mean enough to do the work in the time, or enough to do it safely, because we understand that accidents arise from an insufficient number of men being employed?

I mean both.

16996. You take both into consideration?

Yes.

16997. Earl of *Limerick*.] As the dock company you say are practically responsible for accidents, I presume you take a great deal of care to see that there is not such an insufficient number of men as to render an accident likely?

The man could not do the work with an insufficient number of men. The character of the work, and the time in which it has to be done, is such that he must have enough men to do it; and we are also, as your Lordship says, responsible; and we have, I venture humbly to say, as much sympathy with the men with whom we work as anyone else has.

16998. *Chairman*.] Then the same witness speaks of the crushing at the gates, which I want to ask you about. In the same answer he says: "At half-past eleven I should say that there were something like 350 men waiting for employment at this special gate" (that is, No. 5 gate). "A contractor by the name of Clemence came to the gate for, I will not be sure, I think it was 14

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men ; it was either 14 or 16 men, and of course there was a struggle. As I said before, they have a certain number of tickets to give out, and there was a struggle between us men at the gate who should be lucky enough, as it were, to gain one of these tickets. It is a common occurrence for men to get seriously injured in a struggle like that. Your Lordship may imagine a kind of cage, as it were, where men struggle like wild beasts ; we stand upon one another's shoulders. I myself have had eight or ten men upon my shoulders and my head, and I have been hurt several times in a struggle for employment like that, though I have been at the docks every morning at the usual time for calling on." Would you say that that describes what occurs at the gates accurately ?

That applies mainly in the case of men taken on after the morning taking on. The men rapidly get to know where a job is going on, and they pour round from the different gates to the one particular gate where the job is ; and there is no doubt that there is great crushing and crowding in the street outside that gate.

16999. Then you think that that is not an exaggerated statement ?

I have no knowledge of men being injured seriously. That there is great crushing and great crowding is a fact, in the street outside the dock gates.

17000. Do you think that could be avoided in any way ?

I do not know how to avoid it while there is the pressure for employment that now exists.

17001. Do you know how the tickets are given out at this No. 5 gate ; does the foreman go up into a kind of box or pulpit to give them out, as we have been told has been done in some cases ?

No ; he stands at the gate, and calls the men in.

17002. Do not you think that this excessive crushing might be prevented by some mechanical contrivance ?

The men are in the street. I am afraid we could not put anything in the street to prevent it, and when the full traffic is going on in the dock we cannot admit the men within the docks to take them on.

17003. Do you know a man of the name of Walker at No. 11 ?

No, I cannot say I do. What is he supposed to be ?

17004. This same witness says, on the next page : " I may say he " (the contractor) " employs nothing less than bullies, because at No. 11 there is a man named Walker who employs a certain number of pugilists and prize-fighters. When an outsider is taken on to do the work he knows that if he does not do what the bully tells him the chances are he might get a thrashing. These men have the privilege of getting the best of the work ; not that they are mentally superior to the rest. I think they are rather below the average of the men that are driven by them " ?

I know nothing whatever of it. I feel perfectly certain that if it was the case the men would go to the warehouse-keeper, or to the superintendent, or to me. I have never refused to see any man in the whole time that I have been manager of the docks, nor would the superintendent refuse to see any man, nor the warehouse-keeper.

17005. Now a little further on, on the same page, he speaks about vessels of John Hall's. He says, " At No. 3, where the men work these boats belonging to this John Hall, they employ at least twice the number of men that they would do if the work was given out to a contractor " ; is not the work given out to a contractor at No. 3 ?

No ; at John Hall's we do the work by daywork.

17006. For him ?

We are always only the agents of the ship, in discharging the ship.

17007. And then he goes on to say, " For instance, it does take, as I know for a positive fact, something like 160 men, from that to 200 men, to work one of John Hall's boats out ; I include the men working on both the ship and the

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[Continued.]

quay ; it takes from 160 to 200 men to work one of John Hall's boats out. But on the contract system, if the contractor had one of Hall's boats to work, the possibility is that he would get the work done with something like 80 men?"

He never does have one, and therefore it is an absolutely supposititious case ; we always work those boats out by day-work.

17008. And the number of men would be correctly stated there, would it?

That I really cannot tell you ; but if he is speaking of 150 or 160 men, he must be including not only the discharge of the ship but the work on the quay, and so on.

17009. Yes, he says so?

The whole business in fact.

17010. I think we were told in evidence that the work was sub-let at No. 4 shed, in the Albert Dock?

Yes.

17011. Do you know who the warehouseman is?

It is let to a piece-worker. In the Royal Albert Dock the work is let out to 10 ship-workers.

17012. What I think was said in evidence, but I do not remember by whom, was that at No. 4 shed in the Albert Docks a man named Barker sub-lets the work?

It is not true.

17013. Is there a man named Barker employed there?

I believe there is.

17014. He would be one of these piece-workers?

He would be one of these piece-workers ; but I may tell you generally that the discharging of ships in the Albert Dock is divided among 10 ship-workers in five groups, and among 18 ship-workers or piece-workers in six groups ; it is let out. In one group there are three men working together, in another two, in a third one, in another two, in another two, working as partners ; and the piece-work is divided much in the same way ; but the discharging of the ship and the work on the quay is let in almost every case to separate men.

17015. When you say that it is not true that this man Barker sub-lets, you mean, I presume, that in your opinion it is not true, for the same reasons that you gave just now, when I asked you whether your contractors in the London and St. Katharine Docks sub-let?

My reason for saying so is that I have asked the superintendent, and he has informed me that it is not so.

17016. You take it from the superintendent?

Yes ; I am entitled to take it from the superintendent.

17017. Then you do not know, or do you know, what reason the superintendent has for saying that it is not true ; how could he find out if it was true?

He knows. He is constantly round the dock every day, two or three times a-day. It is his duty, and he has an assistant, whose duty is the same, and a labour master to assist them ; and it is a mere matter of fact.

17018. If nobody tells him, how could he find out ; how could he possibly tell by walking about?

He would find out.

17019. If it suits this man Barker or any other man's convenience to sub-let part of his contract or the whole of it, and suits somebody else's convenience to take it from him, and there is no complaint made by anybody, how is the superintendent to know?

But the man Barker is working at this work with his men. He is there ; what is he to get by sub-letting it ? He makes, perhaps, 2*l.* or 3*l.* out of a ship. What is there to sub-let in that?

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17020. You think it is not worth his while?
I am sure it is not.

17021. And, therefore, you think it is not done?
I am sure it is not.

17022. Do you allow the shipmasters or brokers to discharge their ships in any of your docks?

No.

17023. None of your docks?

No

17024. You do all the discharging either yourselves directly or through these piece-workers?

Yes, May I say one word about these piece-workers: it is as to what I was referring to just now, the necessity we have to please our customers. Great companies like the P. and O. Company, for instance, get accustomed to a particular ship-worker, and they like to have him to discharge their ship; he understands their ship; he understands the way they want the work done, and they would exceedingly resent any other man stepping in to do that work; and we live by pleasing our customers, as other commercial bodies do.

17025. Have your charges to your customers altered? We have had it in evidence, I think, that they have not altered since 1869; is that correct?

No, it is quite incorrect.

17026. I do not want to ask you what the charges are if it is information of a private nature, but merely whether that statement is correct?

No, it is quite incorrect. I can give it you in a general way: in 1872 there was a great strike of labour; it was just before I became General Manager of the company; and the wages were then raised 25 per cent., and the charges were correspondingly raised; rather more, I think. A great many of those charges have had to be reduced since, owing to competition. But in 1883 again the whole system of charging the shipowner was altered. Up to that time we used to charge for discharging ships on the net register of the ship. In 1883, in concurrence with the shipowners, we altered the system, and we now charge on the out-turn of the ship. The rates, therefore, have been materially altered, and I should think that on the whole the rates are higher than they were in 1869; but the condition of the labourer is this: that as a day labourer he receives 25 per cent more wages than he did in 1869; and as a piece-worker he receives 50 per cent. more wages than he did in 1869.

17027. The rates you think are, if anything, higher than they were?

Yes; but not in proportion to the increase in the wages.

17028. I suppose the process of doing the work is cheaper now than it was in 1869, because of machinery?

It is cheapened by mechanical appliances, obtained at a vast cost to the company.

17029. I mean you can discharge and deal with the goods on the quay, and load a ship, by means of machinery and better appliances, much cheaper now than you could in 1869; that is so, is it not?

Yes.

17030. But the prices to the shippers have not declined?

I should say not.

17031. Then the difference would go, according to you, partly to labour, and, I suppose, the rest of it to the dock company?

Yes; only remembering that the dock company has been at immense expense in providing machinery, for which it must be paid.

17032. When I spoke of the work being done cheaper by means of machinery, I was assuming that fair allowance would be made for the cost of machinery?

I have no doubt that the introduction of machinery does in every case
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cheapen work; but I should just like to mention to your Lordship the difference between the state of things before I came and now. The men used to work in the old wheel; there was a wheel in the attic or garret over the warehouse, and half a dozen men were put into this, and they tramped exactly like men on the treadmill, to lift the weight up to the higher storey, and it used to take a quarter of an hour to get a bale of goods from the quay up to that attic. That, of course, has been entirely superseded by hydraulic and other machinery, at a great cost; but I cannot imagine that the men would wish to go back to the old wheel system; and I am quite sure that unless our mechanical appliances and system kept pace with the times we should not keep the trade in London for a year. It is the utmost struggle to keep the trade in London now; and when people talk of the immense pressure that we use to get work done, it is constantly thrown in our teeth even now that at Liverpool, for instance, they do the work quicker; I do not believe it; but that is constantly thrown in our teeth.

17033. You mean that the Port of London is in competition with other ports, in competition with the Port of Liverpool, for instance, and, further, that the various docks are in competition with each other?

The competition, of course, between the East and West India Docks and the London and St. Katharine will die out at the end of this year, because under the Act of 1888 the two companies then come into working union. It was rather incorrectly stated to your Lordships at the beginning of the evidence. It was stated that the two companies were working together under an Act of Parliament. That is not so. They will be working together under an Act of Parliament after the 1st of January; so far they have not been working together. But we are still in competition with the Millwall Dock and with the Commercial Dock; and, of course, we are in competition with foreign ports, which are daily growing in importance, and with the out-ports of the kingdom.

17034. Then I gather from you that the work can be done cheaper, but that the rates charged to shippers have not diminished?

I think not, as compared with 1869.

17035. But that the remuneration of labour has increased in the case of time workers 25 per cent., and in the case of piece workers 50 per cent.?

Precisely.

17036. Do you know whether they do the same or a larger amount of work for that money?

Qua labour, I should not think they do any more; in fact, they do not do the same toilsome work, not this wheel work, for instance; and the work is done quicker and much better by machinery. I dare say your Lordship often has seen this; but if you could see one of these great steamers being worked out by five hydraulic cranes, and then try to imagine it being done by day labour, you would see the enormous difference between the two.

17037. What I want to get from you is your opinion whether labour, not of the labour of an individual man, but labour generally, is better remunerated now than it was in 1869?

Distinctly.

17038. An equal amount of labour gets a higher wage?

No; I do not know about that, but a diminished amount of labour gets a higher rate.

17039. Do you know whether there is a larger amount of unemployed labour now than there was, say in 1869, as you have taken that year?

I do not know; I was not connected with the docks at all in 1869.

17040. How long have you been connected with them?

Since the 31st of March 1873, nearly 16 years.

17041. Taking it since then, what is your opinion about it?

I think there is a greater pressure for work.

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17042. I mean, we have had it put before the Committee that although the rates of wages have not diminished, practically the earnings of the men have diminished, because they cannot get work; what is your opinion about that?

The earnings of our permanent men have increased, because the rate was raised from 4 *d.* an hour to 5 *d.* an hour. The wages of the preferable men, who did not exist before I came, have increased. The wages of the large body of extra men whom we habitually employ have increased. The wages of the casual labourer have increased, assuming that he gets the same amount of work that he did; but as we take on large numbers daily, as there are a certain number of men who may be taken on one day and not another, it is possible that over the whole of that casual labour the men may not get so much.

17043. Before this system of piece-work was adopted, was the work done by time work in the London and St. Katharine Docks, in your experience?

No; the piece-work dates back from 22 years ago. It was stated as 16 years to your Lordships, but it is 22 years.

17044. I want to ask whether you had compared the expense of labour in proportion to other expenses under the time-work system, and under the other system, but probably you would not be able to do so?

No, I have not done it.

17045. You naturally could not, if you have not had experience at the same place of the two systems?

No. May I mention to your Lordships in passing that we should be delighted as a dock company to employ more labour if we possibly could. We do employ all we can, and we pay them the highest wage that we can; and nothing would please us more than if the state of our business was such that we could employ more labour; but our employment of labour is limited, of course, by the work which we have to do.

17046. Will you look at page 137 of the Evidence, at Question 12859; the witness there says: "I should like to bring out another point, and that is, that with regard to the labourer hired from the company by the shipper or the merchant, the dock company charged 8 *d.* an hour for him before six o'clock, and 10 *d.* an hour after; in the one case they give that man 4 *d.* an hour, in the next case they give him 5 *d.* an hour." I understand from you that that is not done in your dock?

We give no man 4 *d.* an hour; no man is employed under 5 *d.*

17047. I understood from you just now that in no cases in any of your docks do you allow the shipper or broker to discharge his ship?

It would be the rarest case possible; practically we do not; it is possible there might be such a case, but it would be absolutely abnormal. It might be so in the case of some small foreign ship coming in, and the shipmaster wishing to discharge his own ship; but I cannot remember such a case.

17048. You told us just now positively that it did not occur?

I may say that it does not occur. I have no recollection of any such case.

17049. As I understand it, this answer that I have read out refers to the London and St. Katharine Dock?

No. In the first place we never pay a man 4 *d.* or 5 *d.* an hour; we pay a man 5 *d.* or 6 *d.*, as the case may be; but supposing we did let the shipmaster do the work in our dock, we should charge him a higher rate for that labour.

17050. Then I take it from you that this plan of allowing the shipper or the merchant to discharge his own ship, and the dock company finding the labour, might occur in your docks, but, to your knowledge, it never has occurred, and you think it very unlikely that it has occurred?

I have no recollection of its occurring. Yes, there is a case, I remember now. Burt, Boulton & Company with their sleepers used to discharge their own ships, but we did not find the labour at all; they found their own labour, and they paid us a certain royalty for the privilege.

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[*Continued.*]

17051. Earl of *Limerick*.] How long ago was that?

I really do not know; I have not heard of it for a considerable time past; it has not come under my attention.

17052. Earl of *Derby*.] I suppose we may take it that there is greater competition for work at the docks now than there was when you first knew them?

I think the competition is greater.

17053. But, I presume, that is not in consequence of anything done at the docks, but in consequence of the greater pressure of the unemployed population?

Absolutely so. *The pressure is not so great as you may have been led to believe. At the London Docks, which are situated in the vicinity of the Tower, where vast numbers of the very poor congregate, there is often an extreme pressure; but when you go to our lower docks, the Albert and the Victoria, which are some seven or eight miles down the river, there is not that pressure; in fact, in times of great pressure of work, we have a difficulty in finding labour. We have had to try and get one dock to lend to the other, and we have had to send up to London for labour in some cases.

17054. I suppose that the greater part of the labour that is done at the docks can be performed with scarcely any training by any able-bodied man?

The ordinary wheeling, the actual manual labour, can; but it all requires close supervision.

17055. Close supervision by whom?

Close supervision by foremen. And a very large part of the labour can only be done by experts. Where you come to sampling goods or work of that class, bulking tea, bulking coffee, spices, ivory, and these higher-class goods, it requires men who have been trained from boyhood to it; and a large part of our staff consists of boys whom we do train. Boys enter our service as messenger lads at about fourteen, and they are trained either for clerks, or for foremen, or for labourers, according to the capacity they evince. In addition to the labour, of course we have a very large staff, including clerks, foremen, wharfingers, warehouse-keepers, and so on, something like 1,500 or 2,000 men, who are all constantly employed also.

17056. Earl of *Limerick*.] I should like to understand how extra labour is taken on; is it taken on at fixed hours or at uncertain periods?

It is taken on in the morning, that is the great taking-on time; and after that during the day, according to the necessities of the day's work. Your Lordship will understand that we may get a sudden order to deliver 1,000 tons of goods for transhipment or something; that order may come at ten o'clock in the day; that demands extra labour. We may be working a ship, and the owners may not quite have made up their mind what they will do with that ship; we are told to go on with one gangway; we may get an order at two in the afternoon to go on with that ship as fast as we can, and get it cleared out; that demands extra labour at once. A ship may come in, say, at one o'clock in the afternoon; that is a fresh call for labour. And all these various things necessitate labour being taken on at different times.

17057. Labour is taken on at different times you say, but is it always taken on for a specified number of hours, or how is that fixed?

With very rare instances, if we take a man on in the morning we do not pay him off at any rate till dinner time; if we take him on after dinner we do not pay him off till night. But the case might arise of very heavy rain coming on, for instance; and your Lordship will see that with 4,000 men employed no company could afford to keep them on an unnecessary time in a case of that kind.

17058. But could cases of this sort happen; a man being taken on in the morning, discharged before the meal hour, and then taken on again after the meal hour, so as to avoid paying for the meal hour?

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I have made inquiries into that, and I can only hear of one case where that occurred, and it was with a piece-worker, who has since been got rid of; I mean got rid of months and months ago.

17059. You traced one case?

I traced one case where a man did do that.

17060. Do you think that has been done, or is being done to any appreciable extent?

I am sure it is not.

17061. Do you think it would come to your knowledge if it were?

Yes; it would come immediately to the knowledge of the superintendents, of course, who are on the spot.

17062. I mean it would come to the knowledge of some of the dock authorities?

I have asked them the question, and I have been assured by them that it does not exist.

17063. Then I think it was alleged by one witness that the dock company encouraged a surplus number of labourers so as to keep down the wages; have you anything to say on that point?

Can your Lordship imagine such nonsense as that; how can we encourage labour; the extra labour that comes to us comes from those multitudes that want work in London. How can we encourage labour; it appears to me, with great deference to your Lordship, that the statement is absolute nonsense.

17064. That has been alleged, and I wish to give you an opportunity of expressing your view upon it?

I quite understand that it is not your Lordship's statement. I think that the statement made to you is on the face of it absolute nonsense. How can we encourage labour. By encouraging labour is meant a surplus of labour, I presume.

17065. Lord *Clifford of Chudleigh*.] Anything that made the labour extremely uncertain in its nature would tend to increase the demand for labour; anything which tended to distribute the wage money among a number of people would tend, would it not, to increase the flow of people to the docks?

That is that the chance of getting work would tend to bring more people to the dock, if I understand your Lordship. Do you mean that the hope that a man might get work would lead more men to flock to the dock?

17066. Yes?

I suppose that is so.

17067. And that if the contractors were in the habit of taking on different men on different days, that would tend rather to bring more men down to the docks?

Yes; but I think your Lordship will see that it is the interest of the contractor to employ the same man as much as possible, because it is one thing getting a man in to do your work who knows it, and it is another thing getting in a raw man who does not know what to do; does not know his right hand from his left.

17068. The contention is that these contractors like to have a large number of men dependent on them, in order that they may run one against the other?

Well, I will give your Lordship one case that came to my knowledge lately. Some men went to one of our contractors in the Victoria Dock and offered to work for him for 5 *d.* an hour; he said, "No, thank you, I would rather have my own old men at the 6 *d.* an hour"; and a very wise man he was, because the trained hand at 6 *d.* an hour would be worth very much more to him than the difference of the penny between the untrained man and the trained man.

17069. You think therefore that the contractors, as a matter of fact, do keep very much to the same set of men?

Very much to the same set of men.

17070. Lord

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17070. Lord *Monkswell*.] Do you know anything about the bonus system which has been tried in some docks?

We tried the bonus system for about two years some seven or eight years ago, and gave it up. It was a bonus to warehouse-keepers for getting the expense of working reduced; but we found that it worked so absolutely unequally and unfairly, that after a short trial we gave it up. We have no such system now.

17071. It was confined to warehouse people, was it?

To the leading warehouse people; the superintendents and the warehouse keepers.

17072. It did not go down to the ordinary dock labourer?

No; it was entirely with the idea of trying whether a warehouse-keeper or a superintendent could work his dock or warehouse cheaper than he was working it, and we found that it worked so unequally (for instance, it depended on the exact work that came in to a man, and so on) and so unfairly, that we could make nothing of it, and so we gave it up.

17073. You did not try it in the same way as it is tried now; I understand that the bonus system now goes down to the ordinary labourer employed in the dock?

No; I should not recommend that to my directors in any shape, I think. I do not think any good would come out of it at all.

17074. *Chairman*.] Just one word about this encouraging of labour as to which Lord Limerick asked you a question. I think the allegation before the Committee has been that it is to the advantage of the dock companies that the supply of labour should be large and in excess of the demand, and that it is also to the advantage of the contractors, these piece-workers, even if the rate of wages is fixed for them by the dock company, that the demand for employment should be very great, because in that case they are able to drive the men hard, and get them to do more work; and that it is to their advantage to endeavour to create an artificial amount of supply, that is to say, that it pays them to take new men on, and train them a little until they get accustomed to the work and can do it pretty well, the more unskilled part of the work, and then take on other new men and give them a little training, and so on; and that by that means they have a very large supply from which to select. I understand from you that you say that that, on the face of it, is absurd; that it pays the foreman or the contractor much better to employ the same men constantly?

Yes, I think so, assuming that he can get the same men.

17075. Did I rightly understand from you that there was a further amalgamation going on among the docks?

No. It was given to you in evidence early in the inquiry (I happened to be in the room) that the London and St. Katharine's Docks and the East and West India Docks had been able to "control labour"; I think that was the expression, because we were working together under Act of Parliament. That was a mistake; the working union of those two docks does not come into force until the 1st of January next.

17076. Is there anything else you wish to say?

Your Lordship will perhaps understand that I have not given you the whole of our piece-workers; I have not given you those in the St. Katharine's Dock, nor those in the Victoria Dock, nor those at Cutler-street, but the system is the same as that which I have mentioned. Cutler-street is, as I have told you, on a peculiar system of its own. And what I should like to be allowed, with your Lordships' permission, to say, is this: there has always been the most kindly feeling between us and our labourers so far. There are great efforts being made at present to produce a different feeling, and efforts which I venture to say are very much to be regretted. I have here a little handbill which I think ought to come to your Lordships' knowledge. This is quite recently issued. It purports to be issued by the Tea Operatives and General Labourers' Association, of which Mr. Tillett is the Secretary; and I should like to be

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allowed to read this to you Lordships, that you may see what is being done with labourers at the present moment. You have heard so much about what the docks are doing; I should like your Lordships to know what is being done on the other hand. Now this is a handbill that happened to come into my hands: "The Contractors' Petition to Starve all if they can get a Profit. We, your humble and cringing servants, who are satisfied to do any dirty work you put us to; we, who have been selected because we have less heart and feeling than the rest of our class, and have been raised to the position of contractors by bribery, humbly petition you, the managers and directors of the docks, to protect all our jewellery, our private houses, our chandler shops, our gigs and trotting ponies, our best furniture, our pianos, silk dresses, &c., from the hands of those who dare to ask for food, fair treatment, and fair wages; we who, for greed and self, have narrowed up labour, so that we make two men do the work for which you used to employ four; we who often screen you from paying compensation to the widow and tender little ones of the men who get killed by our neglect and through our hurry to make more profit; we who have brought the work that employed men for weeks or months together, down to days and sometimes one hour's work, claim, as a reward for having degraded labour, sent the labourer to an early grave, killed his wife, starved his children, and ruined the future of thousands, the right to do worse in the future—exulting while others die, and grinning while others weep. Yours truly,—All Contractors in General." That purports to be issued by the "Tea Operatives and General Labourers' Association, a Registered Protective Union for Dockyard General Labourers," and containing the names of the trustees, with Mr. Benjamin Tillet as General Secretary.

17077. I understand from you that you practically complain of the unfair way in which this association, which you say has been got up against the dock companies, is carried on?

I do. May I correct one answer I have given; that is with relation to the question you asked me, whether we ever let labourers out for discharging ships at a higher rate than we pay the labourer. I find there are a few cases in which we do; they are in the London Dock; these are rare cases, perhaps four or five a year of small ships from Rio and other places where the crew is allowed to discharge the vessel, and we supply such additional labour as they may require to do it, at the rates named; that would be two or three or four men per ship.

17078. What do you mean by "at the rates named"; do you mean what was mentioned in evidence, which was to the effect that you charged 8 *d.* and 10 *d.*, and the men are only paid 4 *d.* and 5 *d.*?

But if they are day men we pay them 5 *d.* not 4 *d.*; we pay no man 4 *d.*

17079. You mean that you pay them 5 *d.* and 6 *d.*?

Yes; if it were piece-work we should pay them 6 *d.*, but these would be day men getting 5 *d.* Then we also lend men to the ship for such work as mending bags, and casual work of that kind, for which we charge the same rates. The ship always insists upon having thoroughly good men, and they return those men to us at any hour that they have done with them, and we have then to find them other work. So that your Lordship will see that the work being done on our premises, and so on, it is only reasonable that we should have some profit on the work. I should like also to inform the Committee that it is an entire mistake to believe that the mass of the casual labourers, the extra labourers, who come to us, are the poor decrepit men that have been represented to your Lordships, or the starved men that have been represented to you.

17080. I do not think they have been represented to us by the men as being of that class of labourer; on the contrary, they have generally complained that though they were quite capable of doing any kind of work if they could get it. However, I would like to hear what you have to say?

I may

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Colonel MARTINDALE, C.B.

[*Continued.*]

I may be allowed to state, perhaps, that the great mass of labour that we employ are men quite capable of doing a fair day's work for a fair day's wage, and they are as a body honest, hard-working, sober men. Of course, with the labour (I am speaking now only of extra labourers), fluctuating, perhaps, from 2,000 to 6,000, you do get under the high pressure all sorts of outsiders, and you have to do the best you can with them; but the great mass of the men we employ are hard-working, sober men, and do a fair day's work for a fair day's wage.

17081. Earl of *Aberdeen*.] But I understand that, although the men whom you habitually employ are of that description, there is a large floating mass of labourers, or applicants for labour, who are of a different class physically?

There is a large mass of it seeking employment?

17082. Do you employ them intermingled with the others when they are required?

Yes, we do. If we have such a pressure for labour that after we have taken on the best men, we must get others; we, of course, take the second best, and so on.

17083. That is all that those persons have to depend upon; the chance of an extra amount of work being required above the normal?

Quite so. I am sure you understand this, that the men who come to the dock gates are men who are desperate of getting any other work at all, and they come there, poor fellows, in the hope that a job may turn up; that is really what it comes to; and many of those men unquestionably are in a most sadly distressed state, deserving of the utmost compassion.

17084. Would not that partly account for that exhibition of strong feeling to which you have referred; the fact, I mean, that there is a considerable amount of distress, and that there may have been some mixing up of the distress of the casual applicants with the position of the more permanent men?

I am not at all surprised at the strong feeling; because a man who is starving and heartsick for work, of course does feel most strongly, and every one sympathises with him. But what I do find fault with is this: that those who are leaders, or affect to be leaders of these men, should use the unbridled language which they use towards the men and towards the employers; that is my complaint.

17085. Lord *Monkswell*.] About these casual men, do you agree with the evidence of Colonel Du Plat Taylor, who said that very often men were obliged to leave off working after they had been working two hours, because they were so hungry; that nature obliged them to go and get food immediately, and therefore they knocked off their work?

I have no such experience; our men if they come on at 7 o'clock after breakfast, are allowed to knock off at 10 o'clock.

17086. Then you do not think it would be the case that these casuals are so hungry and of such wretched physique, that it would be practically impossible for them to work for more than two hours without getting a meal?

I have never had such a case before me. I may say that as far as our docks are concerned it is not so.

The Witness is directed to withdraw.

Ordered, That this Committee be adjourned to Tuesday next,
at Eleven o'clock.

Die Martis, 18° Decembris, 1888.

L O R D S P R E S E N T :

Lord Archbishop of CANTERBURY.
Earl of ONSLOW.
Earl BROWNLOW.
Viscount GORDON (*Earl of Aberdeen*)
Lord FOXFORD (*Earl of Limerick*).

Lord KENRY (*Earl of Dunraven and Mount-Earl*).
Lord SANDHURST.
Lord MONKSWELL.
Lord THRING.

LORD KENRY (EARL OF DUNRAVEN AND MOUNT-EARL), IN THE CHAIR.

MR. JAMES BALL LAKEMAN, having been re-called, is further
Examined, as follows :

17087. *Chairman.*] I WANT to call your attention to your last answer on page 480, the answer to Question 16880. I would like to know what you would wish the Committee to understand, because the answer as it stands is rather involved. The question you were asked by Lord Monkswell is this : " You say that you have been told that 2 s. 6 d. has been paid to a sweater for what he has paid 4½ d. for ; do you know that of your own knowledge " ?

My answer to that should have been that 2 s. 6 d. is the maximum price that is paid for the making up of the article alluded to, and that 4½ d. is the lowest price paid, but that the difference between the highest price named, 2 s. 6 d. and 4½ d., is not a dwindling down of prices paid by the worker between 2 s. 6 d. and 4½ d., but that the prices from the highest to the lowest class of the goods range from 2 s. 6 d. to 4½ d.

17088. As to the latter part of the question, " Do you know that of your own knowledge ? " your answer was, " No ; they are not called sweaters. When I say that it is not of my own knowledge, it is because I am not stating what I do not know ; " I only want to know whether it is of your own knowledge ?

Now, the answer that I should have given would have been this : " When I say that it is not of my own knowledge, it is because I am stating what I do not know. " I do not think that the two negatives would be in accordance with propriety in answering Lord Monkswell's question.

17089. Then do you mean that what you have told me just now about the price ranging from 2 s. 6 d. to 4½ d. is what you do not know of your own knowledge ?

Yes, quite so ; it is evidence which I have received in my questionings in London ; but with regard to this class of trade which is being carried on in these domestic workshops, we do not see those workshops because we do not know where they are ; and my inquiries made last year, when I issued my report, were made amongst many employers of labour ; and the answer I gave last time was founded entirely upon the information that I had received from those people ; therefore, it would have been very wrong of me to have stated to your Lordships that I was telling you what I knew. When I answered, " When I say that it is not of my own knowledge, " it would have been better for me to have qualified that by saying, " I am telling your Lordships what I have been told by various manufacturers. "

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Mr. LAKEMAN.

[Continued.]

17090. You have no reason to suppose that it is not correct?

I have reason to believe (for I have gone into the matter since I had the honour of appearing here) that 2 s. 6 d. is the price which is paid for an article which is not in the open market, being a tip-top price, but that the prices do run from 2 s. 6 d. down to 4½ d.

17091. Earl of *Limerick*.] Is that varying according to the quality of the article?

That is it; varying according to the quality of the article.

17092. Lord *Thring*.] You mean for different degrees of labour, not for the same labour bestowed on the same description of article?

There would be an equal amount of work in the lowest-priced article as there would be in the highest as regards the manipulation of the thing, because it is all done by handwork.

17093. Do you mean that there would be labour of equal value bestowed upon the article of the lowest price as upon the article of the highest price, or that one would be skilled and the other unskilled labour?

The value of the labour would be higher in a higher-class article than it would be in a lower one; and I believe (of course, I have seen them do it) that in the low-class article the work is done much more rapidly than it would be in the high-class article.

17094. In other words, it is not such good work?

Not such good work.

17095. *Chairman*.] An Abstract of the Act has to be placed in every factory and in every workshop?

Yes, that is quite so.

17096. Where is it usually placed?

At the entrance to the works.

17097. In your experience, do you think that it is generally placed in a sufficiently prominent position?

Yes, certainly.

17098. It has been suggested to the Committee that in certain cases, in certain trades, the Abstract ought to be translated into the language commonly used by the workers; do you think that it is a sound suggestion?

There may be something in the idea that an abstract printed in the language of the occupiers of the factory would be good; but, on the other hand, I have not found; of course, your Lordship is now referring to sweaters?

17099. Yes?

I have not found a sweater, but with very few exceptions, who cannot speak English, and also as to the workers, I may say that I have never yet known a workshop wherein the majority of the sweaters cannot speak English.

17100. Do you mean by the sweaters the workers?

I am speaking now of the East-end workers and masters.

17101. The contention is, that in certain cases the workers do not understand the Act, and that they do not know how far the law has stepped in to protect them in various ways, and that to remedy that defect the abstract should be translated into a language that they thoroughly understand; and it has also been stated that the abstract has not been put up in a sufficiently prominent place; all I want to know from you is whether according to your knowledge and experience you think that is the case?

The abstract is up in every sweater's workshop wherein we have jurisdiction this day; and of course your Lordships will understand that I mean by that, that there may be one or two solitary instances to the contrary, but not more; because it is a thing that we have insisted upon; and when we have these abstracts sent the place is visited and the master of the workshop is instructed in the presence of his people, upon every point appertaining to his work.

Knowing

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[Continued.]

Knowing that these people are foreigners we have endeavoured very largely, I must say, to instil into the people that which the law requires them to do; and I have no hesitation in saying to-day that unless it would be a girl or a woman, or a boy who cannot speak the English tongue, they do that which the law requires of them, the masters especially; but then they do not read that paper. I have, if I may say so, an objection to the form in which the abstract is issued, because I have always advocated that there should be an abstract specially adapted for each trade or trades that run on all fours, as it were, with regard to the law. I would, for instance, have an abstract headed, "Abstract for Clothing Trades"; and I would have nothing inserted on that abstract but what immediately concerns the trade of a clothier or any business which we call clothing; and by that means, especially amongst those East End tailors, we should have a simplified abstract containing a very few clauses which they can easily understand. Then if it were a matter of importance that the Jüdisch language which these people talk should be shown in an abstract, they would have it in a few sentences comprising all that they want to know. I should not at all object to that being done.

17102. It has also been suggested to the Committee that, in order to make inspection thorough and efficient, it would be necessary to have men possessing technical knowledge of the various trades, not perhaps as inspectors, but as sub-inspectors or assistants of inspectors; do you think there is anything in that?

Well, I am strongly of opinion that an officer appointed as an inspector of factories should be a man of education, a man of character, and a man who can influence those with whom he comes in contact; that is to say that he should be a man that would leave his mark behind him whenever he enters a factory and leaves it; that if you had a technical man, that is to say a man who would have been a workman, whatever value his technical knowledge may be (which I regard as not very important) he would lose by reason of his position that degree of importance which the carrying out of the law efficiently confers. For instance, now take myself; I, of course, cannot be called a technical man, but whenever I enter a workshop, or a factory of any kind, I profess to know where to go to, and how to do my work, even when I am speaking upon machinery, which may be of a complex character. Then if I take a minor case, and go into those workshops where we have nothing but the manufacturing of a coat before us, I am quite able to give an opinion as to the sub-division of labour that is carried on there, and the consequences of that sub-division. I also can tell, of course, where the law is broken, and where it is not. My technical skill, if I were brought up to be a tailor, would not avail me in that instance. The argument in favour of a workman being appointed an inspector would be that he may be able to identify himself perhaps more closely with operatives than a man who is not practical could. In answer to that I say that we, as factory inspectors, are bound by virtue of our office to throw our whole souls into our work in sympathy with those whom we defend, and where oppression does exist it is there that we should exert ourselves to the fullest extent to do all that we can to stop it. Therefore, I say, if that be the character of inspectors as a rule, I think that that would be our guiding point in our work. Then I submit that whether a man be a practical man, or whether he be not, at any rate you have a gentleman and a man of education, and a man who is far above, and independent of any circumstances that may be found in the workshops.

17103. It has been suggested that owing to various tricks and dodges in the different trades it is practically impossible for a man, not having practical knowledge of them, to discover where the law is evaded or broken, and that in that way the assistance of men possessing technical knowledge is required; you do not agree with that view?

I do not agree at all with that. I am satisfied that technical skill does not avail in the inspection of factories. We have had inspectors appointed lately who have been practical men, and who have entered the service upon the supposition

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[Continued.]

that by reason of their technical skill they were fitted to join us even without the examinations that we all have been subject to. I have heard nothing but what would lead one to suppose that those gentlemen are able to do their work, and therefore I am silent upon the point. They have been proved, and, therefore, if they have been proved satisfactory, there is no reason whatever why there might not be, with safety, an extension of the system.

17104. But according to your own experience the assistance of men having technical knowledge you think, would be of no great value to you?

Not in the detection of the evasion of the law.

17105. I do not mean as inspectors, you understand, but as assistants?
Under the inspectors?

17106. Under the inspectors?

I think that they should be men of an equal grade.

17107. Perhaps you would explain to us about the workshop that Mr. Lewis Lyons described; you were good enough to say that you would give us the correct figures?

Yes; I have them here. I am very sorry that it may seem as though I was acting in a way in which I ought not to act in this matter; but I may as well tell your Lordships that I was only obeying orders which I had received by going there; that which I reported upon was a matter upon which I was told to report, and I did not do it of my own desire.

17108. Earl of Onslow.] Which workshop are you speaking of; the one in Princess-street?

No; the evidence given with regard to the Princess-street place was accurate.

17109. Chairman.] It is on page 172, at Question 1790?

At Question 1790. The question was asked by your Lordships, How large is the room? and he describes it as being 9 feet square. I have measured the room, and the room is 22 feet 6 inches long and 13 feet 6 inches wide, giving a square measurement of 303 feet odd, instead of 81 feet. The height is 7 feet 6 inches to the springing of the gable roof, and from the gable roof to the top will be 8 feet 4 inches. In taking the altitude I have just divided the 8 feet 4 inches so that it may be in favour perhaps of a liberal measurement; and I give that as 3,500 cubic feet, or 303 feet 3 inches square.

17110. Mr. Lewis Lyons does not give his estimate of the cubic feet, does he?

No; it is not given by him in his answer, I think.

17111. Then you told us the other day that there were not so many as 14 or 15 persons; I think you said there were only 9 or 10 employed in that room?

Yes, that is it. At the time that the evidence was given I found that Mr. Lyons had worked there from December up to the day before he came before your Lordships, and that there was the master and his son, and two grown-up daughters; that would be four; one woman would be five, and three men would be eight.

17112. Earl of Onslow.] When was this?

That was the time, on the day before Mr. Lyons appeared here.

17113. Lord Thring.] How much time backward do you cover by the eight people?

I was telling your Lordships that when I went to see this workshop for the purpose of reporting as to the sanitation of the place, it was on the last day of July, and Mr. Lyons' statement to your Lordships was taken on the 24th of April.

17114. That is what I want to know?

Then of course there was an interval between the 23rd of April and the day that

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[*Continued.*]

at I went of three months. The occupier, whose name is Cohen, has a grown-up son, who is a very close friend of Mr. Lyons, and these people found Mr. Lyons work, because it was difficult for him to find work elsewhere.

17115. I do not think you understand the meaning of my question. Mr. Lyons told us on the 24th of April that there were a certain number of persons in the workshop ; you are contradicting him. I want to know this: your evidence, beginning on the 24th of April and going backward, during how long a time do you say there were only eight people ?

The evidence of Cohen was that, taking the 23rd of April, and any time anterior to that between December and April, that is to say, the whole time that Mr. Lyons worked there, he never had more than 10 people at work for him.

17116. *Chairman.*] What Mr. Lyons says, "is 14 or 15 altogether ; sometimes less, and sometimes more" ?

Yes, quite so.

17117. Then I think you told us the other day that you take the fact of there not being more than eight or ten people employed from what has been told you by Mr. Cohen and his son ?

Yes.

17118. *Earl of Onslow.*] Where is this workshop ?

No. 37, Plummer's-row, Commercial-road East.

17119. *Chairman.*] Then you are correct as to the number of people employed in a room of that size ; that is to say, the requirements of the Act would have been fulfilled as regards 400 cubic feet of air ?

There was room in the workshop for 14 people to work there.

17120. How so ?

If you divide 3,500 by 250 it will give you that result. It is 400 cubic feet that is required by night, and 250 cubic feet by day.

17121. The requirements of the Act would be fulfilled by night if there were not more than eight or nine people ?

Yes, at night it would employ eight people.

17122. *Lord Thring.*] And do you say that the evidence is that there were never more than eight people at night during that period ?

I cannot answer that question. I only say that Cohen and his son told me that they had never employed more than 10 people, and as to those that he employs at night after the hours of eight o'clock, I did not ask him how many he had there. There were four burners in the room, fixed burners, two on one side of the room and two on the other. The light was very good, and the workshop was very clean, and the sanitary arrangements were very good.

17123. *Earl of Limerick.*] You did not see any marks of there having been eight or nine burners ?

No, not from the arrangement of the room ; the burners were fixed, and as being fixed they seemed sufficient for the capacity of the room. Mr. Cohen and his son left London to go to Newcastle, and I think, perhaps, I ought to tell your Lordship that he went away from London immediately, I think, or a day or two after Mr. Lyons was here, and it is very singular that he returned again to this workshop on the very day before I went there ; and in the interval I do not know whether the place was shut up or whether it was not ; whether the implements that were there had been left there during the time I do not know.

17124. *Chairman.*] You gave us some evidence the other day as to the unwillingness of the women to go to work early in the morning, and that they preferred coming very late, and so on ; and as I understand you, you attributed that to their desire for independence really ?

Yes, quite so.

17125. We have had it brought before us, more or less prominently, that the evils of the sweating system have the effect to driving women on to the streets.

(50.)

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You

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Mr. LAKEMAN.

[Continued.]

You have had a long experience in the East End ; can you give us any opinion on that point ?

It has been a matter of very great concern to me, and I have seen the effect of it amongst the Gentiles. I really think that I am justified in saying this, and I will show your Lordships why presently ; but you know amongst these Jewesses, whatever may be said, I feel as though I were alluding to a race of people who are mountains high in chastity above our Gentile people. I feel as though the people we are talking of were a race of people who would not for some reason or other condescend to what is so commonly known amongst the Gentiles ; and I may tell your Lordships that when my junior and I go out at night, and we are walking through the streets, say at 11 o'clock, or sometimes half past 11 o'clock at night, we shall see some of those Jewesses coming away, or walking to their houses, and they will speak to us in a way that a Gentile will never do ; and by reason of that which they say, even by their conversation, and the mode in which they address us, you can see that there is a desire in them far different from what might be generally interpreted. I have a great admiration for our Jewesses in the East End of London, for I believe they are very great patterns to the Gentile race.

17126. You are speaking now merely as regards the Jewish population ?
The Jewish population.

17127. I gather from you that you do not think that this evil occurs among them ?

No, not palpably.

17128. Now as to the Gentile population ?

Your Lordship will remember that I alluded to overtime when I was last here, and that I then gave certain reasons for wishing that overtime were done away with. The overtime clauses of the Factory Act are pregnant with evil for that one reason ; our girls go to bed late ; our music halls get filled ; they go to bed late, they get up late ; and piece-work, which is now ruling in this kingdom, is the one great thing which allows this domestic labour and this overtime to exist.

17129. What I rather want to gather from you is whether this social evil has increased, and is due, in your opinion, to the evils that are generally described as the sweating system ?

I should never subscribe to a statement that the sweating system had been the means of causing the Jewish girls to lead an immoral life.

17130. I am not talking of the Jewish population alone ; I am talking of everybody ?

Amongst the Gentiles I think, yes.

17131. I understand then that you think it has increased of late years. I do not want to get an opinion from you, if you have not formed one in your own mind ; if that is the case you have only got to say so ; but if you have formed one I would like to have it ?

From the inquiries that I have made from large employers of labour, I can tell you that they will not give me a satisfactory answer to the question, except that they believe from evidences before them that such will exist.

17132. What the Committee want to know is whether, in your opinion, women are driven on to the streets from sheer destitution, from their inability to earn a living in any other way, and whether that state of things has increased ; whether it is more aggravated now than it was, say, five or ten years ago ?

Now, then, I comprehend. A skilled worker can always get her price for labour, and can earn good wages, but an unskilled worker cannot ; the unskilled workers must take what they can get, and sometimes 7 s. a week will be the utmost that an unskilled worker can make with her needle in certain trades in London. Those girls I have been told will rise from their seats before the others will, and they will come later in the morning ; they do not appear anxious to earn even as much as they could in the labour they are engaged on,
but

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[Continued.]

but they will leave the factory before the others do, and come later the next morning; and I have been told that these girls are able, from their appearance, to show that they are as well off as though they were in the higher class.

17133. I only want an answer yes, or no, to the question; I asked you whether, in your opinion, women are driven on to the streets from sheer destitution, from their inability to earn a living in any other way, and whether that state of things has increased, and is more aggravated now than it was, say, five or ten years ago?

The question is so difficult, and I should like to be able to answer your Lordships in such a way that I should feel satisfied. I say that, from my own observation at nights in the streets of London, there is a very vast number of women whom one can see at every turn, and from what I am given to understand, there are certain trades in London which contribute to the increase of those women by reason of the lowness of the wages which are given them, and from their desire, as much as anything else, to indulge in those habits.

17134. You still do not answer my question; you now put it upon a different ground altogether; I asked you whether it is due to destitution and inability to earn a livelihood?

By destitution, of course, your Lordship would mean an utter inability to live upon what they earn.

17135. Quite so?

Then my answer is that I do not think that any person in London who is industrious need starve; that is what I think.

17136. I want to revert for one moment to the first question I put to you about the difference in price. Will you look at Question 1668 on page 457; that is the answer of yours to which Lord Monkswell alluded in Question 16880, which I asked you about just now?

Yes.

17137. And you say in answer to Question 16688, "A man would receive, say, half-a-crown a dozen for making ties, and he will receive from the warehouse 100 dozen or 500 dozen; he will sub-divide that 500 dozen right away to places that he knows, and these people will do that work at $4\frac{1}{2}$ d., while he gets half-a-crown for it at the other end." The answer you have given us just now is totally different from that; your last answer being that the difference in price between the 2 s. 6d. and the $4\frac{1}{2}$ d. was the range of prices for the different qualities of articles?

That is it.

17138. But the answer that I have just read is that the price varies for the same article, and that the difference is intercepted by some middleman on the way; that is to say, that some man gets 2 s. 6d. for the article, and gets it really made for $4\frac{1}{2}$ d.?

That is not correct; because when I was answering your Lordship, I was only speaking from my recollection of what I had inquired into last year, not knowing, of course, that the question was to be proposed to me. I answered you then, forgetting really the facts of the case. I had noted it down in my notes here to mention to your Lordships to-day as a correction; so I have in one or two little matters besides.

17139. Then are we to take it that all that you told us about this making of neckties is incorrect?

The real answer to that, if I may be permitted to give it now, would be that 2 s. 6d. per dozen is paid for making ties that are very superior, and not commonly used, and that the prices for making them up run from this 2 s. 6d. down to $4\frac{1}{2}$ d.; and that 1 s. per dozen and 1 s. 6d. per dozen are the prices which are paid for the ties which are generally used; but $4\frac{1}{2}$ d. per dozen is paid for those made most rapidly, and of the least value.

17140. I asked whether we are to understand from you that all you told us about the ties is incorrect. You remember you were mentioning cases where sweating occurred in what you called the trade carried on by Gentiles, not as

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Mr. LAKEMAN.

[Continued.]

regards the unsanitary condition, and so on, but as regards the rate of wages, and you mentioned ties, and you told us those various facts about the ties, that the men were given 2 s. 6 d., and so on, and got them made for 4½ d.; and then I think I asked you further on whether we were to take that case of making neckties which you had mentioned as a specimen of a great number of others, and you said yes. So that it is an important matter that we should know whether all that you told us of the neckties as a specimen is correct or is not correct?

I have produced here information upon those Gentile trades for your Lordships consideration to-day, if I may be permitted.

17141. Could you not tell me what I have asked you, namely, whether what you told us about the neckties is to be considered incorrect?

Yes; I tell you that my answer to Question 16688 is not correct in regard to my having stated that 2 s. 6 d. was paid to the first man, and that he, by sub-division, only paid the workers 4½ d.; that is not so.

17142. Then your whole description of the trade would be incorrect?

Yes, in the tie trade; only the tie trade.

17143. Then we are not to take the tie trade as a fair specimen of various other trades?

It is not so bad as other trades.

17144. In what way is it bad at all?

The tie trade allows a living to intermediate persons. There is no trade, perhaps, where work is more generally given out to the home-workers than in the tie trade. In the tie trade a woman will work her children, and she may, perhaps, have two or three others who come into her home to help her; and the work is principally domestic trade, a profit being made, of course, between the owner of the material and the worker. The owner of the material cannot tell, and he never asks what it is that the contractor will pay for the making up of his own goods; all he does is to pay the sum agreed upon, never asking any questions. That I have found to be the case.

17145. Then, practically, we understand that we had better dismiss from our minds what you told us about the tie trade, and dismiss the tie trade as being a specimen of various other trades where any great hardship exists in the way of sweating?

I am not able to say what amount of reduction there is given between the price paid by the owner of the goods and the worker up; it is a thing that we cannot find out.

17146. Is there any other trade that you wish to substitute for what you told us about, namely, the tie trade, as to which you have now corrected your evidence?

The trades in London that are carried on in people's homes are various. I am sorry that I should have given merely the ties and the scarves the last time I had the honour of being here; it is not what I should like to have done. There are the ties and the scarves; then we come to the mantle making; that is also a trade which is very largely carried on in people's homes, as are the ostrich feather making, fancy box making, umbrella making, artificial flower making, collar making, button-hole making, portmanteau making, trouser and vest making, and knickerbocker making.

17147. Do you wish to say that this sub-division, which in the answer to Question 16688 you attributed to the tie trade, exists in these other trades?

To a larger extent than it does in the tie trade.

17148. You say that it does exist in the tie trade, but not to a large extent?

Yes, I say that sub-division does exist in the tie trade, but I am not able to find out the difference between the price paid to the contractor and the price paid to the worker.

17149. Are you able to find it out in any other trade?

It is more patent in the other cases.

17150. Will

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[*Continued.*]

17150. Will you give us one as a specimen?

Take the mantle trade, which is a very extensive trade in London; in low class goods the work is contracted for and work is taken home; persons who have a sewing machine make up for about 5 per cent. less than is given for the same work in factories.

17151. Where does the sub-division come in; the sub-contracting rather, although you call it sub-division?

It is known in the mantle trade that there are persons who have no workshops at all, and have no appliances for making up; they will receive goods from the owner of the goods and distribute them to persons whom he knows for making up, and they are distributed to the people's homes. The making up of children's mantles also is a very large contracting trade.

17152. I forget whether I asked you whether, in your opinion, all places where work is carried on at a profit ought to be registered; all these domestic workshops, and so on?

Yes, I think so; they should be registered so that we know them; that is to say, taking the section (Section 75), which says that any person occupying a factory shall, within one month thereof, give notice to the factory inspector. I should have that section so enlarged that it would appertain to every industry.

17153. Lord *Thring.*] You say, deliberately, every industry throughout England?

Yes; there would be no difficulty in that, because my reason for the statement is not that we should curtail the hours of labour in those domestic workshops, certainly not—

17154. I only wanted it to be understood whether you intended that every place in England in which any work is carried on for a profit should be registered?

Where women and young people and children work. We have nothing to do with the men. It is only in a sanitary point of view that I am so anxious about this.

17155. Earl of *Onslow.*] If that was done, would you be able, with your present staff of inspectors, to do the work?

The work of inspection would not be greatly multiplied by that, because I apprehend it would only be a duty which would lie upon the sanitary authorities; because, under the present law of domestic employment the factory inspector has no power much.

17156. Then it would throw no additional work upon your staff, but only upon the local sanitary authority?

In those small domestic workshops, as the law now stands, if you allow Sections 15 and 16 to remain on the Statute Book, as they now are, there would be no greater work thrown upon us.

17157. But do I rightly understand you to say that you think that all places in which work is carried on by women and children, whether they are factory or whether they are what are known as home workshops, should be registered?

I think so.

17158. Take for example a cottage in which a family are living, a family consisting of a father, mother, and three daughters, all working together, would that come within your definition?

Yes.

17159. Then would you have this registry published in any way?

No.

17160. Merely for the information of the factory inspector?

Quite so.

17161. So that if a person went to work in one of these places he would not know whether it was registered or whether it was not registered?

You mean if the workers were to go to one of those places to work?

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[Continued.]

17162. Yes ?

It would be a matter of no great importance to the worker whether he did know it or not.

17163. You think it would be of no importance to him to know whether the place in which he works is subject to the inspection of the Government officials ?

Yes, it would be a matter of interest to him to know whether it was subject to inspection, but not whether it was registered or not. He would very soon find out whether it was registered, or was not registered, if he felt an interest in his own welfare.

17164. What steps could he take to find that out ?

He could write up to the factory office and ask.

17165. Is it likely that the class of people employed in these factories and workshops would write up to the factory inspectors to ask those questions ?

We get so many hundreds of those letters that it is becoming the fashion.

17166. Do you find that there is no difficulty in answering those hundreds of letters ?

We always do answer them.

17167. Would it not be simpler to have a registry hung up in some conspicuous place where everybody could go and see whether a particular workshop was registered or not ?

I do not think that that degree of importance need be attached to it. All I say is that if every person who employed protected labour were to apprise the factory inspector of it in conformity with Section 75, then the factory inspector would at once come and find that place out and see that the law was in operation there.

17168. Now, I want to ask you a question about the workshop mentioned by Lewis Lyons, in Princes-street ; have you visited that workshop ?

Yes.

17169. And did you observe the sanitary arrangements there ?

Yes.

17170. Were they, in your opinion, adequate ?

No ; they were bad when I saw them.

17171. Did you take any steps to have them remedied ?

Yes.

17172. And what was the result ?

A great improvement.

17173. When did you last visit it ?

I visited it upon the complaint of the sanitary officer on the 18th of May.

17174. And what did you do ?

I had the closet, which is in the workshop (the only one in the East of London that is so situated), altogether altered.

17175. And it is now altered ?

It is now altered.

17176. And is it removed out of the workshop ?

No, it is there still.

17177. What has been done to it ?

It has been refitted with water supply, the drains have been taken up and altered, the ventilation of the place has been done, and the urinal has been altered, so that there is always running water there, and it is free from smell.

17178. But so far as the privacy of the going in and coming out is concerned, it still stands in the middle of the workshop ?

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[*Continued.*]

The fact is this : it is the only place in the whole of the East of London, which is as that is. There is a little four-square cavity, I may call it, built out from the side wall of the house. The man has not an inch of ground beyond the four walls of his house ; it is a house built in the middle of a triangle so (*describing it*), and therefore when the triangle comes to an end, that (*describing it*) is the end of the back part of this house ; so that all that this man could have done, or at least his landlord for him, was to have built this four-feet square little place for a closet.

17179. Is it not close adjoining the fire ?

Close to the fireplace.

17180. Do you think there is no danger from having the closet so close to the fireplace ?

The danger of having the fire so close would be that the attraction of the heat might draw out any miasma arising from the closet.

17181. When you say that this place is a house, would it not be more correct to say that it is a yard which has been covered in ?

No, it is not so. The closet is, as far as I could see, about four feet square, and if I may explain myself, it would be just the same as though the screen behind your Lordship were drawn backwards in that position (*describing it*) and made into a little cavity of four feet square.

17182. I have seen the place, but I want to know, do you consider that the sanitary requirements of the Factory Act are satisfied by the existence of a closet in the middle of the workroom, however well trapped, ventilated, and provided it may be ?

It is a blot, I think, upon sanitation to have a place so situated, and a very great blot. And then again in that workshop of Fromberg's he had only adult labour. It is true at the time I went, there was a girl 17 years of age there ; she was within a year of being an adult ; if she had been a year older I should have had no jurisdiction ; but that girl is not regularly employed ; and his custom is to employ grown-up people.

17183. Have you any power to close a workshop ?

No.

17184. Would you wish to have such a power ?

I should like it.

17185. In a case of this kind is it a power which you would be inclined to exercise ?

I should think so.

17186. Lord *Monkswell*.] To come back again to the question about Mr. Lyons that I asked you ; you told us last time that the room to which he referred contained about 6,000 cubic feet ?

Speaking from memory only, I gave that figure last time.

17187. Now you say 3,500 cubic feet ?

Yes.

17188. And you say it is $22\frac{1}{2}$ feet long by $13\frac{1}{2}$ feet wide, and the lean to the roof is 7 feet 6 inches at its lowest, and at the highest 8 feet 4 inches ?

No. I said that the upright was 7 feet 6 inches, and that then from where the slope of the roof commenced it was 8 feet 4 inches to the highest joint.

17189. How high is the highest part ?

If we were to take the perpendicular from the centre of the gable to the bottom it would be a straight line between 7 feet 6 inches and 8 feet 4 inches.

17190. I want to know the average height of the roof ?

The average height of the roof would be that line (*explaining it on a diagram*). I have done it in this way (*describing it*), I have taken 4 feet 4 inches to be added on to 7 feet 6 inches.

(50.)

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17191. You

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[Continued.]

17191. You say now that the height is over 11 feet.

Yes, 4 feet 4 inches in addition to 7 feet 6 inches.

17192. *Chairman.*] Do you wish to add anything to your evidence?

Will you allow me to correct something I said to your Lordship in my evidence before, as there were one or two little points needing correction, and I am sure you will allow me to do it. The first is at Question 16468. I said in answer to that question that I had "nearly 4,000 factories" in my district. It would be better for me to say now that I have 4,000 factories and large workshops which enter into competition with factories. We have lately made out a new register and find that the numbers are not so high as they were in the books that I counted them up in when I first appeared before your Lordships.

17193. Then we are to take it that you have 4,000 factories and workshops that enter into competition with factories?

Yes, large workshops. And then the next one is in the answer to Question 16469. I would say that the 10,000 there spoken of would be the number of the workshops which we have scattered throughout our district, and that many of those workshops, being the smallest ones, would employ from 5 to 10 people.

17194. But you told us before that there were 4,000 factories and 10,000 workshops that entered into competition with factories and small workshops innumerable; and now I take it from you that there are 4,000 factories and large workshops that enter into competition with factories?

Yes.

17195. And about 10,000 other workshops which do not enter into competition with factories?

That is so. All workshops to an extent enter into competition with the factories.

17196. But I am using your own words, the large workshops?

There are large workshops that have no motive power in them equally as big as a factory that has motive power. I put them in with the factories as making together 4,000.

17197. Then you say that there are 10,000 lesser workshops.

Yes, of different kinds.

17198. Does that include all?

No; there are innumerable small ones where there are adults at work which we do not inquire into regularly.

17199. But the 10,000 and the 4,000 include all that you have to do with?

All that we have to do with.

17200. Is there any other point you want to mention?

Yes; in my answer to Question 16473, I left out in my answer to your Lordship as to what I had to do in a factory, that we had to see that the mill gearing and that the machinery was all duly fenced.

17201. Is there any other point you want to mention?

I think that your Lordships were satisfied with the answer that I have given you in regard to the meal hours. Your Lordship asked me whether I would have the restriction as to meal hours removed from the statute altogether. I think your Lordship will remember that I did not refer to any trade but the wearing apparel trade. In the blast furnaces and iron mills and rolling mills of course it is necessary that the meal hours should not be rigidly exacted from the workers there, owing to the processes carried on in those cases. In that answer I referred entirely to the trades engaged in the manufacturing of wearing apparel, and I should like to see the meal hours fixed there.

17202. Is there anything else you wish to bring before us?

I would

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I would like to refer to Question 16535. You asked me there, "Were you talking merely of workshops, or workshops and factories"? and my answer was, "In the answer I gave you I was not thinking of the blast furnaces at the moment; it is impossible almost for one to carry everything in his mind with regard to the multitude of exceptions that there are here; it is in every way complicated." That is what I have just said in regard to the meal hours, that I was referring only to the manufacturing of wearing apparel.

17203. Have you any other point to mention to the Committee?

No, that is all.

The Witness is directed to withdraw.

MR. JOHN BURNETT, is called in; and, having been sworn, is Examined, as follows :

17204. *Chairman*] You are the Labour Correspondent of the Board of Trade, are you not?

Yes.

17205. How long have you been in that position?

A little over two years.

17206. Will you tell the Committee what your duties are?

My duties, so far, have been chiefly to collect statistics of different kinds connected with labour; and I have on several occasions been instructed by the Board of Trade to make special investigations into the conditions of separate branches of labour.

17207. Then your duties are not particularly defined?

They are not very clearly defined.

17208. Have you any assistants?

I have now two clerks.

17209. So far as the duties are concerned that have been, up to the present, assigned to you, are you capable of fulfilling them with the assistance that you have?

Doubtless further assistance would be a great advantage.

17210. What were you before you were employed by the Board of Trade?

I was secretary of the Amalgamated Society of Engineers.

17211. You are an engineer by trade?

I am an engineer by trade.

17212. You made a report some little time ago on the sweating system in the East-end of London, did you not?

Yes.

17213. That was last year?

That was last year.

17214. Will you put that report in as evidence?

I will do so. (*The same is delivered in.*)

17215. As far as you know, do you consider that the state of things as described in that report has altered materially since you made your report?

I should not like to express an opinion on that point.

17216. Have you any reason to think that the state of things you there described has altered?

I think that the fact of this inquiry being held has tended to improve the conditions which existed at the time when I made my investigations.

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17217. You think, if anything, that they have tended to get better instead of worse?

Better in some respects.

17218. Have you anything you would like to say in respect of your report? I will ask you some questions further on, but have you anything you would wish to add to that report or explain about it; if so, you might as well do it now?

I have here some further figures which I have collected, or at least which were not published in my report; that is to say, the figures which I have now in my possession cover a great deal more ground than the figures given in my report.

17219. Figures referring to what?

To the tailoring trade in the East-end of London.

17220. Earl of *Onslow*.] Are they in the nature of statistics?

Partly in the nature of statistics. Perhaps it would be advisable, if your Lordships would allow me to do so, that I should go over the points I have noted down. They are not very lengthy, and upon the statements here contained you would be able to base your examination.

17221. *Chairman*.] Will you please do so?

In the first place, I should like to give a definition of sweating?

17222. We shall be very glad to have it?

The definition which I should give is, that it is that form of the sub-contract system which makes its profit from labour alone. Your Lordships are already perfectly familiar with the way in which the work is given out from the warehouses of the chief contractors, and taken out by the master sweaters, so I do not need to trouble you with that.

17223. Lord *Thring*.] Supposing a man both labours and distributes, does that exclude him from your definition?

If he makes a profit from the labour alone of those whom he employs, I should say that he is a sweater.

17224. But suppose I labour myself, and also make a profit from the labour of others?

You are in that case distinctly a sweater.

17225. Earl of *Limerick*.] It has been stated to the Committee that persons are sweated in the sense of labouring for insufficient wages where there is no step of sub-contracting at all; would you agree with that being considered sweating?

I should not be inclined to agree to that.

17226. You think that it is almost invariably, if not invariably, mixed with sub contracting?

Speaking of the sweating system, I should say that you cannot possibly have it without some form of sub-contracting.

17227. You do not include the cases where persons are working for insufficient wages; at least you do not include all those cases among the persons who are sweated?

I should not include persons working simply for insufficient wages as being under the sweating system, unless they were working under a sub-contractor.

17228. I see you narrow the sweating system to the sub-contracting?

I speak now of a special system of labour which has come to be designated the sweating system.

17229. *Chairman*.] You would say, I suppose, that there may be sub-contracting without sweating, but that there cannot be sweating without sub-contracting?

Exactly. There is a general division of the tailoring trade under the sweating system into sections, such as coats, trousers, vests, children's suits, shirts, &c.;

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&c.; and there is a distribution of the work amongst different sweaters according to their classes; and I dare say that the different classes in the East-end of London might be divided into about six different classes, all taking work for contractors of a different kind. You begin with Class No. 1, which would take the best class of work, and finish with Class No. 5 or No. 6, which would do the very inferior kinds of work. I should like to say that the prices of garments given out to sweaters have suffered a very considerable reduction during the last few years. A tailor named Smith, of Great Prescott-street, receives now for coats 6*s.* 6*d.*, for which a few years ago he received 10*s.*, and, according to his statement, 5*s.* 6*d.* of the 6*s.* 6*d.* which he now receives goes for labour, which, according to his own statement, leaves him a profit of 1*s.*, or rather not a profit, but leaves him 1*s.* only to pay all his expenses, and to give him any profit he may have.

17230. Did he tell you what proportion went in labour when he was getting 10*s.*?

He did not say; and he said that the coats he was then making at that price, 6*s.* 6*d.*, were for a noted Regent-street firm. In the same street I found a trousers maker, who was employed with several people, making trousers at 1*s.* a pair; but these garments run sometimes as high as 3*s.* Another coat maker had coats at from 5*s.* 6*d.* to 9*s.*, and 10*s.* 6*d.* for frock coats. A few doors further down was an establishment where coats are now made for 4*s.* 6*d.* which six or seven years ago were paid at 8*s.* Whitney coats which then brought 10*s.* 6*d.* were now made for 5*s.* 6*d.* This man said that under the former prices he used to be able to clear 7*l.* or 8*l.* a week, but now it was a hard struggle to make 3*l.* when he had a good week. He employed besides himself five men and two women, to all of whom he paid fair wages; wages ranging in fact from 18*s.* to 45*s.*

17231. Would you call that man in the first class, or in what class would you put him?

In the first class. He was himself a skilled practical tailor.

17232. Perhaps you will tell us, as you mention the cases, in what class out of five or six classes which you have mentioned, you put them?

I found another man making some boys' Chesterfield coats; they were remarkably well made, and beautifully hand-stitched; his price for them was 3*s.* 6*d.* He was busy with some others which were very heavily trimmed with fur, and for those he received 4*s.* 6*d.* He was making some big official overcoats for the officers of a water company which were also remarkably well made and stitched with silk, and he received only 3*s.* 6*d.* for those kinds of coats also. He was employed on what you may term good class work, in the case of the boys' overcoats certainly first class work, and in the case of the official overcoats, second class work. So far as his premises went and his position was concerned you would scarcely call him anything above the rank of a third-class sweater. He told me that the week before I called upon him, after he had paid his work-people their wages, he had absolutely nothing left for himself and family. In the same street I found an establishment in which the people were employed on slop coats at prices ranging from 1*s.* 6*d.* to 2*s.* 3*d.*, the prices for the same being a few years ago, 2*s.* and 3*s.* 9*d.* Next door, 10 people were employed making slop coats at 9*d.* each. The man had been offered similar coats by Messrs. Hollington at 7*d.* each, but he refused to take them. In Cable-street I found a sub-contractor in trousers who, after taking these garments from the wholesale dealer, gave them out to women to be machined, then to other women to be finished, at 3*d.* a pair; and they were then pressed by himself. Formerly he used to send them out to be pressed also; so that he then did absolutely none of the work himself, but the prices had now fallen so low that he was unable to afford to send them out to be made entirely, and had to do the pressing himself. I found that 1*s.* 2*d.* was a very common figure for slop coats; but a Jew in the New-road, who received from 2*s.* to 3*s.* per coat, and employed 11 people, professed himself unable to make a living, and wished to show me the pawn-tickets of goods he had been obliged to pledge to support himself. In Fashion-street a man was

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[*Continued.*]

making double-breasted coats, boy's coats, with eight button-holes, at 1 s. 4 d. He said that every time he takes more work out further reductions are attempted. Charles Baker and Company have the reputation amongst some sweaters of being the best paying house in the trade, and I found a set of seven workers producing what I should think were two guinea overcoats at 4 s. 6 d. each. In Greenfield-street I found a man employing 29 workpeople, who also wished to show me pawn-tickets in his possession. He seemed a truthful man, and let me see his last week's pay-list, which totalled about 30 l. He produced for my inspection an order-ticket for 60 black diagonal coats at 1 s. 2 d. each, and another order for similar coats, from the same firm, at 1 s. 6 d. each. I should like to explain to your Lordships the sort of coat to which I refer. The coats were somewhat similar to the one I now have on; they were braided in the same way; they had five pockets, and three of those pockets had flaps like these on my coat, and for coats of that description he was receiving only 1 s. 2 d. each.

17233. When you mention these prices, have you any idea what the cost of the material is?

I could not speak as to the cost of the material. From the same firm he had overcoats similar to those of Baker's, which I have just referred to, at 2 s. 3 d. each. He knew of other masters who were making the same kind of coat at 1 s. 8 d. each. Another sweater was busy with pilot overcoats with velvet collars, silk stitched, at 2 s. 9 d. each, from which he had to find his own trimmings. In Great Eagle-street, 100 coats a week could be turned out in one shop at prices ranging from 2 s. 6 d. to 1 s. 6 d. The staff of workers was five males and six females. In the same street another sweater, with a staff of eight men and two women, said that he could turn out 40 coats per day at 1 s. each, or 36 coats at 1 s. 6 d. each. Next door the employer of five men and three women was busy with coats at 1 s. each, which used to bring him 3 s. 6 d. each. He said he could turn out 36 of these coats per day. Testing these last two cases by the figures given as to wages paid per day, there was a daily loss in one case of 3 s. 6 d., and in the other of 6 s. 10 d., which is so obviously impossible as to cast a doubt on the statements made. In my opinion the discrepancy arises first from a desire to conceal the amount of profit realised, and secondly, to magnify the wages paid to the workpeople. In Spital-street a Polish Jew, with a staff of five males and four females, often work in the slack season on coats for which he received only 9 d. each. I do not think it will be necessary to further multiply cases. As to the general sanitary condition of the work-hops, after the evidence you have had on that subject from Mr. Lakeman, I do not think it would be desirable for me to trouble your Lordships on that point. I should simply like to say in reference to a statement made about a workshop in Princess-street, a shop in which the water-closet is in the shop itself, that the female workers sit within three feet of the door of the water-closet, and that the water-closet fits into a corner, not behind an ordinary fire-place, but behind a big furnace which is used for heating the irons of the pressers; so that in reality that is the hottest corner of the whole work-shop.

17234. Earl of Onslow.] Have you any reason to believe that that is, as has been stated, an isolated case in the East-end?

It is the only case of exactly that description which I came in contact with.

17235. Have you been there lately, since the alterations that Mr. Lakeman spoke of were made?

I have not been there since then.

17236. Chairman.] What trades did you examine into in making your report?

Only the tailoring trade in the East-end of London.

17237. You confined yourself entirely to that; you have no knowledge as to bootmaking?

Very

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[Continued.]

Very slight knowledge as to the bootmaking. As to the grades and classes of workpeople, we found basters, machinists, pressers, button-holers, plain hands or fellers, and general tailors, or finishers, or fixers. As to the sub-division of labour, I think your Lordships have also had that very minutely from previous witnesses.

17238. Yes, we have had a great deal of evidence on that point?

As to the hours of labour, that is a matter about which your Lordships have also had a great deal of evidence; but there has been a great deal of contradiction, but what I find is that the hours admittedly average 13 or 14 per day. When I say that they admittedly average that, I mean that the master sweaters themselves give those as the average hours; but the hours really worked during the closing days of the week can only be learnt from the workers. In only one instance, in the absence of the master, did I obtain information on this point direct from the actual workers in the shop. I may say that it is very difficult in the workshops to get information from the people themselves.

17239. Why?

Because in almost every case either the employer himself is there or his wife is there, or his daughter; and in very many cases I found that the wife or the daughter was really the business-head of the establishment.

17240. You had no opportunity of speaking to the men alone?

No opportunity of speaking to the men alone. I recollect very well that in one special case an employer said to me, "I want to be perfectly free and frank with you, and I will not tell you what I pay my people; you go into the workshop and ask them themselves what wages they receive." I said, "Very well, I will do so"; and I went into the shop and I asked the first machinist I came to what his wages were, and he said, "7 s. a day." His employer at once started forward and said, "Now you know very well you are not speaking the truth; why do not you speak the truth; you know you are getting 9 s. a day." The man coloured up and said, "Well, I am getting 9 s. a day." You see it was impossible, under the circumstances, to believe either statement of the man.

17241. While you are on that point I will ask you, did you find much difficulty in making your investigations?

In some cases a little, but in the very large majority of cases the employers made their statements quite willingly.

17242. And allowed you to visit their shops?

And allowed me to visit their shops. I am speaking now of a case in which the employer was not in the workshop, nor any of his family, and I received information as to the hours of labour direct from the actual workers. They said that their hours were from eight in the morning to ten and eleven o'clock at night, and frequently much later than that. Workers whom I met outside their shops spoke with more freedom and described the hours on the last two days of the week in some places, when there was a large order to be finished, as from Thursday morning to Friday afternoon and evening. I have myself seen on a Friday a crowded roomful of female workers sit at the work-table right through the dinner hour munching their bread as they worked. The prosecutions from time to time by the Factory Inspectors, a list of which will be found in the Factory Inspectors' Report, prove that this is by no means an uncommon practice. On Sunday in these workshops the hours are from eight to four o'clock, and the Sunday is paid for as half a day; these hours are also sometimes exceeded. Then as to the range and variety of wage rates, this is the most complicated element in the whole case. In wages there are no such things as consistency or uniformity; each employer has his own methods of arranging his work and of paying his people. The sweater will, as a matter of course, obtain his labour as cheaply as possible, but in the higher grades of skill he must have good and rapid operatives, and must pay in proportion. It is among the middle and lower grades of the workers where the duration and intensity of the toil is out of all proportion to the wages paid. In every case I

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shall quote, except one, the figures given will be those of the master sweater. Having regard to the hardness of his work and the skill required, the presser on the average is best paid; and taking fair-class shops, the average per day for these men will be slightly over 6 s. The maximum rate said to be paid in a few cases is 9 s., but the scale gradually runs down to 2 s. 6 d. per day. Machinists come next with an average very slightly lower, and a range of from 10 s. to 2 s. 6 d. per day. Piece-work machinists would come out with a somewhat higher average. Female machinists average 4 s., and the range is from 6 s. to 1 s. 8 d. per day. In the trouser trade all the machinists are women, and the rate paid there seldom rises above 3 s. per day. In coat shops I have found female machinists who have been receiving more wages than male machinists in the same shop. Basters (men) average about 5 s. 4 d., and the range is from 9 s. to 3 s. Female basters average about 3 s. 6 d., and range from 4 s. 6 d. to 2 s. 10 d. Buttonhole workers are in almost every case piece-workers, and the average earnings in fair shops reach nearly 3 s. 6 d., the range of ability being from 6 s., at which figure I only heard of one, down to 1 s. 8 d. Plain sewers or fellers (male) average 4 s. 6 d.; female fellers average 2 s. 7½ d.; the range being from 5 s. down to 1 s. 2 d. In shops where bespoke work is done fellers are skilled hands and work the buttonholes also. I have seen recently-arrived "greeners" working for 1 s. 4 d. per day, and in some cases they were working for nothing until they became somewhat accustomed to the trade. Trouser pressers working very hard, average 6 s. 6 d. on piece-work, the range being from 7 s. 6 d. to 5 s. One trouser maker, pointing to his brother, a big, strong German, said, "He can earn 4 l. a week if he likes to work hard when we are busy." His female workers who were sitting around laughed very much when he said that, and he checked himself and half corrected himself by saying, "But to do that he must start at 6 o'clock in the morning and work till 12 o'clock at night all the week through." I found also a few "translators;" that is a class of men who translate old clothing into new, or at all events who translate old clothing into a higher grade of old clothing, and they were paid wages varying from 4 s. to 1 s. 4 d. I have referred to one shop in which I found the operatives, unrestrained by the presence of the sweater, and they themselves stated the rates of wages, and I should therefore be inclined to accept them as correct. The figures given are noticeably lower than those stated by the other sweaters in the same street and in the same kind of trade. The average rate of basters in this shop was 4 s. 8 d., of the machinists 5 s. 8 d., of the pressers 5 s., and of the button-holers 3 s. 3 d. A male plain sewer was paid at 4 s. 4 d., and a female at 2 s. 6 d. A fairly good class of work was being done in this shop. Some months later I called at the same shop as the guide of two noble Lords who are members of this Committee, and, in the presence of the master and his whole family, the answers of the men to questions as to wages differed very considerably, and they gave much higher rates than those that are stated here; the master using a certain amount of influence, and when one man made any statement that he did not like he interrupted him somewhat violently and contradicted him very strongly. I think those of your Lordships who were present will recollect that special case. Then on the same subject, that is the question of wages, I may say that I made a special visit to about 112 workshops for the purpose of collecting merely statistics as to wages. The forms upon which I collected the particulars were returned to the Board of Trade, and I have now here a cutting from the Appendix of the Committee of the House of Commons on Emigration and Immigration which contains, in a very much analysed form, the results of that inquiry as to wages, and I propose to put it in now for the information of your Lordships' Committee (*handing in the same, vide Appendix*). In order to have substantially the same information embodied in my evidence, I propose to give those figures in a much more abstract form. I find that the average of 198 male machinists per day is 6 s. 1½ d.; the maximum rate is 10 s., at which I found two paid; the minimum rate is 2 s. 6 d., at which I found three paid. 31 female machinists average 4 s. 1 d., the maximum being 6 s., at which two were paid, and the minimum being 1 s. 8 d., at which two were paid. 11 male machinists on piece-work earn 7 s. 1 d., the maximum being 10 s., and the minimum 5 s. 117 pressers on time-work

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time-work average 6 s. 5 d., the maximum being 9 s., at which three are paid, and the minimum being 2 s. 6 d., at which one only was paid. 101 male basters average 5 s. 4½ d., the maximum being 9 s., at which three were paid, the minimum being 3 s., at which two were paid. 10 female basters average 3 s. 6 d., the maximum being 4 s. 6 d., at which one was paid, the minimum being 2 s. 10 d., at which five were paid. 121 button-hole workers average on piece-work 3 s. 5½ d., the maximum being 6 s. 6 d., at which one is paid, the minimum 1 s. 8 d., at which one is paid. 10 plain sewers, or fellers (men), average 4 s. 6 d., the maximum being 6 s., at which one was paid, the minimum being 4 s., at which three were paid. 264 female fellers average 2 s. 7½ d., the maximum being 5 s., at which one was paid, the minimum being 1 s. 2 d., at which two were paid. Then there are two greeners, one at 1 s. 4 d. per day and one at nothing. 19 trousers pressers average 6 s. 6 d. on piece-work, with a maximum of 7 s. 6 d., at which one was paid, the minimum being 5 s., at which two were paid. Leaving now the question of wages, I may say that the sub-contract system exists also among the workers themselves. It exists largely among the smaller and poorer sweaters who send out their button-hole working and some of their plain sewing to be done by women in their own houses. These women again employ others paid at lower rates. I have also found that in some cases the chief machinist of an establishment will take all the machine work by the piece, and pay the other machinists by the day. There are busy and dull seasons in the trade, and you have, in consequence, very irregular and a low annual average of earnings. There are two busy seasons, and according to the statements of the workers, the duration of each is not more than six weeks. The remaining nine months of the year do not average more than half-time, especially among the lower grade sweaters. A full week means only five and a-half days.

17243. When are these two busy seasons?

There is one shortly before Christmas and the other shortly before Easter. I have referred already to the great reduction which, of recent years, has been taking place in the prices paid by the chief contractors to the sweaters, and the increasing severity of competition among the sweating masters, I believe, is the cause of this general downward tendency; and it seems to me to be now really the tendency of the whole system; and, really, this also seems to me to be the worst feature of the system, that not only have prices been coming down, but that they still tend to fall lower, and that, therefore, the whole tendency of the sweating system is a downward tendency; and if it goes on, as it is going on at the present time, in the course of a few years, I believe the position of the workers will become very much worse than it is at the present time. This arises, to a very large extent, from the influx of new foreign labour; and it arises also largely from the desire on the part of all the journeymen workers who are engaged in the trade to become master sweaters on their own account, because they wish in that way to realise the imaginary or actual profits of the trade. The small capital required, and the ease with which those machines can be obtained, and houses can be converted into workshops, greatly assist a development of that character. Then, as to the sweating system in the tailoring trade, so far as the provinces are concerned, I do not know whether your Lordship would care to have a statement of the towns in which I found that it exists?

17244. Yes, I think that we should before we finish; but, as soon as you have done with the East of London, I should like to ask you some questions on your evidence relating to that?

I did want to call attention to some points in the evidence given by Mr. Mark Moses; Mr. Mark Moses was a fair representative of the sweaters of the East-end of London, and in his evidence he took exception very strongly to a great deal of my report.

17245. You would call him a first-class sweater, I suppose?

I would not call him exactly a first-class sweater; he is first-class in some respects, and not first-class in others; not first-class in the classes in which he himself classifies the sweaters.

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17246. Earl of Onslow.] You mean that he does not do the best class of work?

He does not do the best class of work, although he employs his people under good conditions.

17247. *Chairman.*] What did you wish to say about him?

He took exception to a great deal of my Report, and did so in very strong language, and I felt disposed to call attention to a few of the points which he raised in his evidence, and in which he contradicted my statements. Mr. Moses informed your Lordships, in answer to Question 8639, on page 824, that he is the president of the Mutual Tailors' Association, and he was also asked some questions about the same association in other parts of his evidence, but was unable to give your Lordships any definite information about that organisation. I now beg to put in a statement of the transactions of that society from 1883 up to the end of 1887.

17248. What do you mean by the transactions?

The financial transactions of the society to which he refers (*handing in the same*).

17249. What do you wish to prove by this?

I do not wish to prove anything; but he seemed to attach a great deal of importance to the society, and he made statements as to the number of members which that return does not exactly bear out; and it was put forward as a trade society. That return will show you that it absolutely has not paid a single farthing on trade benefits, so far as its own accounts show.

17250. What is this taken from?

It is taken from my last Report on Trade Unions, and the material for that Report was supplied by the secretary of the society himself.

17251. Who is the secretary?

I think the name of the secretary is Morris; but I will not be sure. (*The Paper is handed in, vide Appendix.*)

17252. Earl of Onslow.] I understand from the definition that you have given us of sweating, that you do not, as Mr. Mark Moses has stated, class among sweaters every man who employs journeymen?

No, I do not, unless he is a sub-contractor. Mr. Moses, in his answer to the same question, takes exception to my use of the term "sweater," and he says that I speak somewhat "recklessly" of "different people engaged in the trade as sweaters, middlemen, contractors, and sub-contractors."

17253. And you qualify it now, do you not?

No, I do not qualify it in any way. I absolutely adhere to it as a correct statement. The contractors are the men who stand at the head of the trade; for instance, Mr. Hollington is a contractor, Mr. Tarling is a contractor, Messrs. Hebberts are contractors, and the term "contractor" in every case applies to men of that class. The sub-contractors are the middlemen or the sweaters. Mr. Moses, according to his statement as to the way in which he himself does business, comes under that latter definition, because he takes his work from Messrs. Hollington, or at least, some one equivalent, or from Messrs. Hyams, or someone else in a big way of business, and he sub-contracts to supply the labour for a certain number of garments; therefore he is a sweater.

17254. Do you still assert that the sweaters employ the girl learners to carry the work?

Clearly not, as to Mr. Moses; because the larger sweaters invariably employ a man to take the work, a girl could not do it; but in the case of the small sweaters, who form really the largest number of people in the trade, girls are employed, commonly and generally, to carry the work between the workshop and the warehouses. In fact, it is patent in the East End of London; you cannot walk down Whitechapel or Commercial-road without meeting the girls carrying

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carrying the work under their arms or in bundles; you meet them in the tram-cars; you see them in the omnibuses.

17255. *Chairman.*] You say that you have certain remarks to make upon Mr. Moses's evidence?

I would like to take your Lordship to the answer to Question 8648 on the next page, in which Mr. Moses himself gives statistics as to wages. One of the returns of which I spoke a short time ago, was sent to Mr. Moses to be filled in; it was the form which I used for the collection of the Wages Statistics of the East-end tailoring trade. Mr. Moses filled this schedule in with his own hand in my presence. He says in one part of his evidence while taking exception to one portion of my report, that his wife knew nothing of his business; that is to excuse her unwillingness to give me information when I called there the first time. But while he was busy filling in this sheet, he had to refer to her several times when he was in doubt as to the wages paid to any of the people.

17256. Where, in his evidence, does he mention his wife as not knowing anything of the business?

That was on the next day, I think, when he gave evidence again. It is not an important point, I merely mention it to show that his wife (and in fact almost in every case, the wife of the sweater) attends very largely to what may be termed the financial department of the business.

17257. Do you object to what he says in answer to Question 8648 about the prices?

Yes; he makes statements there as to the wages paid.

17258. For instance, he says there, "Mr. Burnett states on anonymous authority that a button-holer cannot earn 4 s. per day"?

Yes; I wish to traverse that statement and almost all the rates stated in that answer, and I wish to do so by quoting the rates paid as stated in this Schedule filled in by his own hand. I have prepared an abstract of this statement which is here; and I find that he employs one fitter or general tailor at 8 s. 6 d. per day, that his hours are from seven o'clock in the morning to 9.30 p.m.; those are longer hours than stated by Mr. Moses. He employs five fitters, one at 6 s. per day, one at 5 s. 6 d., one at 5 s., one at 4 s. 6 d., and one at 3 s. 6 d.; and the hours are from seven o'clock in the morning to nine p.m. Your Lordship will see that the rates stated by Mr. Moses are very much in excess of these figures.

17259. As far as basters are concerned, yes?

And in the case of machinists he wrote: seven machinists, one at 8 s., one at 7 s. 6 d., one at 6 s., one at 5 s. 6 d., two at 4 s. 6 d., one at 4 s., and the hours seven to nine. In the evidence there of Mr. Moses he says that the machinists are paid 10 s.

17260. "Seven shillings and sixpence to 10 s."?

Seven shillings and sixpence to 10 s. According to his own showing, the maximum is 8 s. instead of 10 s., and the minimum is 4 s. instead of 7 s. 6 d. These were the figures of Mr. Moses himself. He has four pressers, one at 8 s., one at 7 s., one at 5 s., and one at 4 s. 6 d.; the hours seven to nine. He has one boy apprentice at 5 s. 6 d. per week, and the hours from eight o'clock to eight o'clock. He has five female general hands at, respectively, 3 s. 8 d., 3 s., and 2 s. 8 d., and two at 2 s. 6 d.; and the hours are from eight to eight. He has two female machinists at 4 s. 6 d. and 3 s. 9 d.; the hours eight to eight. He has five button-holers at 5 s. per day, and the hours are eight to eight. The statement is that this 5 s. per day is reduced to 3 s. 6 d., after finding their gump and twist. He has two female fellers at 2 s. 6 d. and 2 s. He has one girl apprentice at 5 s. per week. Thus, the averages are: for general tailor or fitter, who is really a sort of foreman in the shop, 8 s. 6 d. for 13½ hours of actual work; basters, 4 s. 11 d.; machinists, 5 s. 8½ d.; pressers, 6 s.; female general hands, 2 s. 10½ d.; fellers, 2 s. 3 d.; and button-holers, 3 s. 6 d.

17261. *Earl Brownlow.*] Do they all work the same number of hours; 13 hours.

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The fitter seems to work half an hour longer than any of the other men; the other men work 13 hours. The women, being under the Factory and Workshops Regulation Act only work 10½ hours.

17262. Earl of Onslow.] But Mr. Moses, as I understand it, when he contradicted your evidence, was rather alluding to the highest class of the trade, the best class of the work; and he said that he did not do that himself, but in the highest class of work there was better pay?

He meant, I think, the Committee to understand that these figures referred to the trade at large.

17263. If you refer to his answer to Question 8838, he says: "I state that those are the wages paid generally throughout the trade"; and then I showed him that Return which you have before you, and I asked him whether it was his, and he said, "Yes," at No. 8841; and then I asked him if there was any machiner who was paid as high as 10 s. a day, and he said, "No." I said that people in the trade are paid as high as 10 s. a day. I said that I myself do not work for the very best trade. Mr. Burnett got my fitters down at 8 s. per day in this Report. I at that time said that higher wages than these are paid; I myself do not work for the best trade. When I referred to that statement which you have quoted, it applied to the trade generally." Therefore he afterwards qualifies his statement to this extent, that the wages which he quoted were those of the best class of trade, whereas the wages that you referred to were those of his particular work.

Then that makes his case very much worse; because not only are these figures which are quoted by him very much in excess of the payments which he makes to his own workpeople, as I have shown your Lordships under his own handwriting, but his rates are considerably in excess of the general rates of the trade, as your Lordships will have perceived from the averages which I have put in; so that when he says that these particulars do not apply to himself but to the trade at large, he really makes his position a much worse one.

16264. Chairman.] When he gave those particulars he referred to himself, in your opinion?

Undoubtedly that was his intention. At Question 8646 he is asked this: "I understood you to say that what you are giving the Committee is a description of how you carry on business yourself," and his answer is, "Yes." Still, in reference to the same question, I should like to call your Lordships' attention to what Mr. Moses says. He says on that same page 825, "I will point out to your Lordships' notice that on page 12 Mr. Burnett states, on anonymous authority, that a button-holer cannot earn 4 s. per day. His informants told him that a good worker would not be able to do more than 60 holes per day, or in most exceptional cases 72. On the contrary, I will show your Lordships' Committee that a button-hole hand can easily do 84 a day, and a good worker can do 126. I am prepared to have one of the button-hole hands before you to button-hole a coat for an experiment." The whole effect of that is to take very strong exception to my statement that the button-holers cannot earn 4 s. a day. I may explain that when I say 4 s. a day, I mean clear earnings. Now, if your Lordships will turn to No. 8848, Mr. Moses, on the same point, is asked: "Mr. Burnett says that they cannot earn 4 s. a day, and you say that your button-holers earn 5 s. a day," and Mr. Moses's answer to that question is "Yes."

17265. He is asked in the next question, "How much do you take off that 5 s. for gimp and twist"?

And he does not answer it. In his form here he seems to show that 1 s. 6 d. would be taken off for gimp; but you get the evidence on that point from a later witness, and if your Lordships will turn to Question 9194, you have there as witness a young lady button-holer brought forward by Mr. Moses to show what can be done, and she is asked the question, "How much can you earn a week?" She says, "I have taken as much as 26 s."; and then the next question is, "That is your maximum?" And her answer is "Yes." Then the next question

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tion is, "You have heard it stated to the Committee that Mr. Burnett in his report says that 4 s. a day is the most that a button-holer can earn; do you agree with that." If your Lordships take her own figure, her maximum figure is 26 s., and you see that is very slightly in excess of the amount which I state. But if we go a little further into the evidence of this witness we shall find still greater inconsistencies. After she had worked several button-holes in the Committee-room, her time being checked by the Committee Clerk, the question is put to her "That would be at the rate of 9 d. an hour;" her answer is "Yes." (Q.) And would you consider 9 d. an hour a good wage for a female hand to earn? (A.) Yes. (Lord *Clinton*.) Is that your ordinary rate of work when you are working? (A.) Yes; I can work like that. I felt a little nervous when I was doing it here. (Q.) But you do, as a rule, work as fast as that? (A.) Yes. (Q.) All through the day? (A.) Yes. (*Chairman*.) How many hours do you work in the day? (A.) From eight to eight. (Q.) With an hour for meal times? (A.) Yes. (Q.) And any time for tea? (A.) Half-an-hour." Your Lordships will see that the day's work is a day's work of 10½ hours; but at the rate of 9 d. an hour, the wages or the gross earnings ought to be 7 s. 10½ d.; her own statement is that her maximum earnings are only 26 s. Then if you turn to the last question put to that witness "Are there any quicker working in the same place with you?" her answer is "Not quicker than I am in Mr. Moses' workshop. There are quicker. I know one who can work four button-holes more in an hour." That, your Lordship will perceive, would be 11 d. an hour.

17266. Earl of *Onslow*.] But, as a matter of fact, she did work four button-holes in 13½ minutes?

That is exactly what I am unable to understand, that she should work up to that number of button-holes here in that way, and that all the other statements, both by Mr. Moses and herself, as to the wages which she earned and which the other button-holers earned, are in distinct contradiction of that.

17267. Therefore what you contend is that she is not paid as much per button-hole as Mr. Moses stated?

There may be that explanation; I merely refer the Committee to the inconsistencies of this evidence as to the wages paid to button-holers.

17268. *Chairman*.] Either what Lord Onslow suggests is correct, or else she worked here faster than her ordinary rate?

Or she worked here faster than her ordinary rate.

17269. Earl of *Onslow*.] But is it reasonable to suppose that she would work here faster than her ordinary rate?

She says in this evidence that she was nervous; and therefore the inference is, perhaps, that she would be a little slower; but it is quite possible that she might, nevertheless, do the work here under specially favourable conditions; I do not say that it was so; I merely say that that might be some explanation.

17270. *Chairman*.] Would she not be likely to do the work faster at the commencement than at the end of the day?

She may, for instance, have had her needle ready threaded, or something of that sort, when she did the work here.

17271. Would not she or any woman be likely to work faster at the beginning of the day than at the end?

I simply deal with her own statement there, that she can go on in that way hour after hour. And I also made special inquiries as to the number of button-holes that could be worked by one woman. I found that it was a very much debated question amongst the women themselves. There was a Mr. Fromberg, whose establishment was opposite to that of Mr. Moses, who had in his employment a woman who once worked for Mr. Moses, and who was said to be the champion button-holer. When I called last upon Mr. Fromberg, I asked if the champion button-holer was still in his employment; and the answer was, No, that she had left and gone elsewhere. The statement in that

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case was that she could make 6 s. 6 d. a day if she had plenty of work to go on with, but that there was no other worker in the trade who could do that.

17272. And how many button-holes did she do?

She was said on one occasion to work up to about 156 button-holes, I think it was, a day. Most of the women I questioned on that point said that it would be absolutely impossible for any woman to do such a number of button-holes in a day of 10½ hours. Then in opposition to the statement of Mr. Moses as to the rate paid to button-holers, I have to call your Lordships' attention to the figures which I have already quoted and put in, and which are based on the actual earnings of a large number of button-holers, and which show the average to be only something like 3 s. 9 d. per day; and from that 3 s. 9 d. the cost of gimp and twist is to be deducted.

After a short adjournment,—

17273. What other points are there in reference to Mr. Moses' evidence?

Resuming exactly where I left off when your Lordships adjourned, I should just like to say that my statement about the 4 s., so far as Mr. Moses' own people are concerned, is based upon the statement of one of his own button-hole workers. The statement in my Report is that she said as a rule they made 3 s. 6 d. a day, but on a very good day they could make 4 s. Then if your Lordship will go back to No. 8648, at the bottom of his statement, he says that a good worker can do 126 button-holes; 126 button-holes would be 5 s. 3 d.; allowing 1 s. off for twist and gimp, which is rather under the amount stated by his witness, that would reduce the earnings to 4 s. 3 d. So that in reality, although Mr. Moses takes such very strong exception to my statement about the 4 s. a day, his own highest figures only give 4 s. 3 d.; and I need scarcely point out again the enormous discrepancy between that and the amount presumably earned by the button-holer working at the speed at which she worked in this Committee-room. Her statement to the Committee was that her highest figure was 26 s. per week; but if we assume that as she said she could always do work at the same speed as she did here, that she could work in fact rather better than she did here, her earnings ought to be 1 l. 17 s. 6 d. per week. These are inconsistencies which may possibly be explained in some way or other. I thought it advisable, seeing the amount of contradiction that exists, to call your Lordships' attention to them. Then I think I may now go on to sweating in the provinces, still in the tailoring trade.

17274. You have nothing more to say about Mr. Moses?

I might say a great deal more, but I scarcely think it worth while as the other matters of difference are rather matters of difference of opinion than matters of fact.

17275. We will not take any evidence from you now in reference to the provinces; will you confine yourself to the East End at present. There are one or two questions I should like to ask you; I will ask you them now, if you like?

I will be very glad to answer any questions.

17276. In reference to what you touched upon just now, the number of foreigners, have you read the evidence given before the Committee by Mr. Stephany and Mr. Alexander?

Yes, I have read that evidence.

17277. I see in your Report you say that "matters have been rendered infinitely worse to the native workers during the last few years by an enormous influx of pauper foreigners from other European nations"; taking that in reference to Mr. Stephany's and Mr. Alexander's evidence, perhaps you will explain yourself a little further on the point?

The phrase "enormous influx" is not used in reference to the whole population of the country, or to the whole population of London, but to the number of people engaged in the tailoring trade. We find that so far as the tailoring trade is concerned and the East End of London, for some years back the trade has been at all events adequately supplied with workpeople, if not overstocked.

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Therefore a comparatively small number of new foreign tailors introduced would have the effect of flooding the trade to such an extent as to produce all the consequences indicated in my Report.

17278. That is to say when you use the words "enormous influx" you do not mean that the numbers are very large, but that the numbers have a very great effect?

That they are large in reference to the special branch of trade treated of in my Report.

17279. Can you give us any idea of the number?

That is a matter which, as your Lordship will see, is to a very large extent speculative; and I may say that my chief at the Board of Trade, Mr. Giffen, is to give evidence before your Lordships' Committee, and his evidence will deal almost entirely, and will deal very exhaustively, with the question of the proportion of foreigners who have recently come into this country.

17280. What I want to get from you is on what you base what you say in your Report, that "the enormous influx of pauper foreigners" has had a very bad effect on the tailoring trade?

The Report goes on to show the process by which I arrive at that conclusion. It is on page 4 of my Report, at the commencement of the last paragraph, where I say, "It is even difficult to obtain a definite starting point from the figures of the census of 1881."

17281. I think I had better ask you whether you have anything to add to your Report in that respect?

I have nothing to add to the statements there made in my Report. I have gone several times over the statements in the Report since the Report was issued, and I think I have no reason to alter or to modify the conclusions there arrived at in any way.

17282. By foreigners, I presume, you mean mostly foreign Jews?
Chiefly foreign Jews.

17283. Would you say that it is correct, as has been stated before the Committee, that whole streets which were formerly inhabited by Gentiles are now inhabited by Jews?

I should not like to say absolutely whole streets.

17284. Of course that is a broad expression?

It may be said, speaking generally, that in a few cases whole streets which were formerly inhabited by English people in Whitechapel are now inhabited by Jews.

17285. Within what period would that change have taken place?

Of that I am unable to speak. My own acquaintance with that district of London only commenced when I went there for the purposes of making my investigation; and the fact that struck me, especially in reference to a few streets was, that absolutely the whole of the inhabitants were Jews.

17286. Lord *Thring*.] But of your own knowledge do you know whether that has been recent or for a long time?

Of my own knowledge I do not know whether it has been recent or for a long time.

17287. By Jews, do you mean foreign Jews?

By Jews, I mean foreign Jews, because in the course of my investigations I found a considerable number who were unable to speak a single word of English.

17288. *Chairman*.] All you know is that there are a great number of them now?

Yes, a great number.

17289. You do not know of your own knowledge whether there were fewer of them five or ten years ago?

From the facility with which Jews pick up the English language, and from the fact that a great many were unable to speak English, I should say that there were a good many recent arrivals.

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17290. Have you anything to say on Mr. Stephany's and Mr. Alexander's evidence on that point?

I have nothing to say in respect to that evidence, because, to some extent, my calculations are based on the figures which they gave in one of their own annual Reports.

17291. You would not be able to judge as to the amount of emigration of the foreign Jewish element?

Mr. Giffen's evidence will deal with that.

17292. You would not be able to tell us?

I should not like to say anything on that subject.

17293. But you still retain your opinion, as expressed in your Report, that this influx of pauper labour has had a serious effect upon the condition of the people in the East End of London?

Most decidedly; and that opinion, I think, would be borne out by almost every master-sweater in the East End of London. When I speak of master-sweaters, I really mean Jews, the men who are practically working in the trade.

17294. Lord *Thring*.] Mr. Stephany's evidence is the other way; that, instead of immigration, it was emigration?

Undoubtedly; the Jewish Board of Guardians themselves were almost the first to cause the alarm as to the extent of this Jewish immigration, especially into London; and now they want to minimise as much as possible the effect of their own first declaration.

17295. *Chairman*.] Have you read the evidence given before the Committee by Miss Potter?

Yes, I have read Miss Potter's evidence.

17296. That refers principally, if I remember right, or altogether, to factories and workshops which come under the Act; chiefly to clothing?

Entirely to clothing.

17297. And chiefly to coats?

Chiefly to coats.

17298. Do you generally agree with her evidence?

There is one statement which she made with regard to which I am not exactly clear as to her meaning perhaps, but I differ with her in respect to it. So far as I recollect she said that the East End tailoring trade, and the West End tailoring trade, were absolutely in water-tight compartments; that is that there was no competition of the one with the other. My experience is that more and more of the West End work has been finding its way gradually to the East End.

17299. Would you be able on another occasion to give evidence as to the tailoring trade in the West End?

As to that fact, yes. I could, in fact, make a special statement now, which would simply bear out what I say, and would almost render further evidence on the point unnecessary. There is the case of one tailor whom I have already referred to to-day; he informed me that he did a large amount of work for a noted Regent-street firm, which has been mentioned several times in the course of this inquiry. So important did he consider the West End connection, that he had really divided his business in the East End into two departments. On the second-floor of his house he carried on what may be termed his slop-trade, his lower class business; but the work which he did for West End firms was done on the floor above, in which he employed only skilled mechanics; when I say skilled mechanics, I mean skilled tailors; and his skilled tailors employed on this West End work earned a very high rate of wages. I quote that fact to show that the East End trade and the West End trade are not now, whatever they may have been some years back, in water-tight compartments, that is to say, trades not interfering one with the other.

17300. I do

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17300. I do not understand you that they are in competition one with the other; but that the West End work is sent to the East End to be done?

That fact seems to me to be indicative of East End labour being in competition with West End labour.

17301. Now as to the evidence given by Mr. Lewis Lyons, have you read it?

I have read Mr. Lewis Lyons' evidence.

17302. That referred to a lower class of labour, and generally to conditions which do not come under the cognizance of the inspectors under the Factory and Workshop Act?

To a very large extent that is so.

17303. Do you in the main agree with his evidence, his description of the sweating system?

I should not like to commit myself to a general agreement with his evidence. By-the bye, speaking of Mr. Lewis Lyons, there is one statement made by Mr. Moses in his evidence to the effect that when I visited the East End I was assisted in my inquiries by the friends of Mr. Lewis Lyons. To that statement I wish to give a most emphatic denial. I knew before I went to the East End the position which Mr. Lewis Lyons occupied in the trade, and I was above all things anxious to keep myself absolutely free from Mr. Lewis Lyons, or from any interference on his part; and the information which I gathered was obtained without his assistance in anyway whatever.

17304. Have you any opinions as to alterations in the Act which might be advisable or necessary?

That is a matter upon which I would not like to express any opinion.

17305. I think you told us just now that, in your opinion, the effect of the sweating system was to create a downward tendency in prices?

That is the whole tendency of the sweating system at the present time. The prices have not only been falling for this last seven or eight years very rapidly, but they continue to fall. That to my mind seems the worst symptom in the system.

17306. You do not think it is the downward tendency which has created the sweating system, but the sweating system which has created the downward tendency?

I am clearly of that opinion. Would your Lordship like me to put in now the report of the visit which I paid to Leeds.

17307. No; we will take that another time?

Perhaps your Lordship would like to hear the way in which trades which are well organised act in this matter, to hear something of the steps which they take to prevent sweating in their trades.

17308. I should like to ask you one question which you have suggested to me. You yourself were an engineer?

I am myself an engineer.

17309. And you told us just now that this sub-contracting, and piece-work, and so on, might occur without sweating?

That is so.

17310. Is it not the case in your trade, as well as in other trades, that sub-contracting is carried on?

That is so; sub-contracting is carried on, but under conditions which prevent sweating.

17311. I should like to hear some explanation of that if you would give it us?

The piece-work system in the engineering trade has been long established. So far back as 1850, the men employed in the trade found that the system was being abused; that, in fact, a system of sweating was being built up. Certain men in an establishment, who were called piece-masters, used to under-

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take the execution of certain work ; all the tools were found for them ; they found absolutely nothing ; they simply undertook to erect a steam-engine, or a machine of some kind, or to do a given quantity of work at a given price ; they paid the men employed under them ; men who were engaged and started on the work by the firm were paid by the piece-master, or were paid through the office, as the case might be ; but they received only their ordinary time wages, and any surplus which remained after these wages were paid was taken by the piece-master. In that case the piece-master took all the profit of the labour ; the men reaped no advantage whatever from the sub-contract ; therefore the piece-master was a sweater. The engineers, being a well organised trade, took steps to put a stop to that system ; and these are the two rules which they devised to accomplish that purpose : " Any member taking work by the piece, and not sharing equally in proportion to his wages, any surplus made over and above the weekly wages paid to members and other persons working on such job, shall be summoned before this branch or committee of his branch ; and if he does not comply with the above regulation, he shall be fined, in the first instance, 10 s., in the second, 20 s., and in the third instance be excluded, subject to the approval of the local council." " Any member working for or under any piece-master, and not receiving an equal share of any surplus in proportion to his wages that may be made over and above his weekly wages, shall be summoned before his branch, branch committee, or district committee ; and on his refusing to leave such employment he shall be fined, for the first offence, 20 s., and for the second offence be excluded ; subject to the approval of the local council." That is a rule which not only punishes the man who sweats but the man who allows himself to be sweated. The effect of that rule has been to bring about quite a different state of things ; instead of the piece-master now putting into his own pocket the whole of the profit which may have been earned on any particular piece of work, the amount of that profit is divided, not by the piece-master, but by the chief contractor among the whole of the men ; it is divided amongst the whole of the men employed on that piece of work in proportion to the wages which they receive.

17312. Then what does the piece-master get ?

The piece-master simply gets his proportion according to his rate of wages ; and as he is a man who is generally paid at a higher rate of wages than the others, he gets his extra amount in that way.

17313. Then, in fact, the system of sub-contract or piece-work continues, but it has been rendered unobjectionable ?

It has been rendered unobjectionable. That I refer to, and wish to point out to your Lordships, as showing that in trades where you have a good solid organisation, the men are able to take care of themselves, and to prevent sweating affecting them so injuriously as it does the people in those trades where they have absolutely no organisation.

17314. Is that the case, to your knowledge, in any other trades ; I mean does the same thing occur, that sub contracting exists but is rendered harmless ?

It is to some extent in the building trades.

17315. Have you any practical knowledge of the building trades ?

No practical knowledge ; anything that I know about the building trades is simply hearsay.

17316. Lord *Thring*.] When you say that sub-contracting has produced a lowering of prices, is not this the fact that sub-contracting has the effect of bringing a great deal of unskilled labour into play that otherwise would not be brought into operation ?

I do not think so in the East End tailoring trade, and for this reason ; that the sub-contracting system is extended rather by an increase in the number of sub-contractors than by an increase in the number of people employed.

17317. But take this case. Take a skilled mechanic, as you call a skilled tailor ; supposing you employed a skilled mechanic upon the whole of a coat for instance,

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instance, it is obvious that the price of making that coat would be much greater than if you sub-divide that coat amongst a number of people, some of whom are entirely unskilled; might not that be the case?

That is so. But it is to be remarked also that it would be a very much better coat.

17318. But I am not asking that; I ask is not that which I have just put to you the case, and is it not the fact that the sub-contractor is employed with a view to cheapen work by bringing unskilled work into operation which cannot be brought into operation without him?

You can have the sub-division of labour without the sub-contractor; you can have the sub-division of labour as you find it, for instance, in the factory trade, in which the sub-division of labour can be carried out to a still greater extent than it is carried out in the East End sweating shop.

17319. But if the sub-division of labour is carried out, and if instead of employing skilled labour throughout, you employ unskilled labour to a great degree, does not that reduce prices; in other words, is it not the competition of population that reduces the prices, whereby there are a great number of human beings who are ready to work almost for nothing in unskilled work of any description?

That is undoubtedly so. It perhaps would be better if we said "less skilled work," because a certain amount of skill is in each case required?

17320. Take the case of a table; is it not the fact that you can make that table cheaper if it is distributed amongst 10 men than if it is all made by one skilled artizan?

Undoubtedly, the sub-division of labour has a tendency to cause increased cheapness of production.

17321. And is it not the fact that the great increase of population, especially in the East End amongst the poorer classes, tends to produce a great surplus of unskilled labour?

I scarcely understand the bearing of your Lordship's question.

17322. The bearing of my question is this: it seems to me that, instead of saying that sub-contracting has lowered the prices, the real fact is that it is owing to the fierce competition of unskilled labour, and that people are willing to work for next to nothing, because they eke out their living by other means; for instance, a woman is married, and her husband makes a little and she makes a little, and consequently that unskilled labour necessarily lowers the prices, because the article is made cheaper by reason of the fact that you can employ a great deal of unskilled labour on that article, instead of, as was the case years ago, employing skilled labour throughout?

I am afraid that we are confounding two different things. When I speak about the fall in prices and the downward tendency of prices, I mean in the prices (as I have already illustrated) paid for given garments by the chief contractor, who absolutely does not come into contact with any class of workers; and so far as the prices of garments are concerned, the competition is not between the absolute workers of all ranks, but between the sweaters of various grades; and so far as the sweaters are concerned and the prices for garments paid by the chief contractor, the competition exists only amongst themselves and not amongst the workers.

17323. I cannot understand that; supposing we take a coat, and supposing that was made by a skilled mechanic at the West End, that coat would cost a great deal more than if it is sent down to the East End and distributed amongst some 10 different workers, and the lower portion of the grades of workers being unskilled workers, remunerated at very low wages; would not that be the case?

That is so.

17324. Is not that the reason that the price is lowered, because by the employment of unskilled labour on the unskilled parts of a job you necessarily can do the thing much cheaper?

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When your Lordship uses the word "prices," am I to understand that you mean the prices per garment paid by the chief contractor?

17325. Yes, by the chief contractor?

Then, I say distinctly, that I consider the chief course of the fall of prices paid by the chief contractor to be due to the competition of the small employer.

17326. The small employer could not compete unless he could get unskilled labour very cheap?

But he competes with the men in his own class; he competes with the men under this system; all the men under this system compete one with the other.

17327. But is not the possibility of his competition really based upon the fact that he is able to get labour cheaper, and cheaper, and cheaper, by reason of the surplus of unskilled labour?

That, my Lord, strange as it may appear, is one of the difficulties of the sweater; he is not always able to get cheap labour.

17328. He could not compete at all unless he could get cheap unskilled labour, could he?

In very many cases (and I have not the slightest doubt that it is absolutely true) the master sweaters will tell you that they themselves receive less money at the end of the week than their own workers.

17329. But that cannot be the general rule?

It is now the case to a very considerable extent.

17330. Lord *Monkswell*.] You said that in one case you saw a greener who was earning nothing; what do you suppose his work was worth?

I assume that his work was worth something, or that his employer would not have kept him there.

17331. You did not watch him to see how he got on?

He seemed to stitch well enough.

17332. Do I understand you to say that prices tend to fall in skilled labour, or only in unskilled labour?

When I spoke of prices, you must understand distinctly that I spoke of prices paid by the chief contractor to the sub-contractor. When I spoke of wages, then I referred to the earnings of the people employed by the sub-contractors; and I should be inclined to say this, that while the prices per garment have fallen very considerably, I should say in many cases 50 per cent. during this last seven or eight years, the wages of the workers, especially of the more highly skilled workers, have not fallen during that time.

17333. Do you account for that by the use of machinery, or how?

No, I should not account for it by the introduction of machinery, because there has not been any new machinery introduced during that period; but for this reason: your Lordship will have perceived that the whole business of the sweater depends upon his employing labour of various gradations of skill. The anxiety of each man to become a sweater on his own account has increased the number of master sweaters; each master sweater, to carry on his own business properly, must have so many men of the higher grades of skill; therefore, amongst the master sweaters themselves there has been a certain amount of competition for the higher skilled labour necessary to the effective working of their business; and in that way, while the prices of the employers have been rapidly falling and their profits becoming less, the wages of the better class of workers have certainly not fallen, but on the contrary, have had a slightly upward tendency.

17334. And the wages of the lower class of workers, have they fallen, or are they stationary?

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The wages of the lower class of workers have been fairly stationary, though in some cases they have slightly fallen.

17335. You mean that owing to a better system the consumer gets his clothes cheaper, and the labourers do not suffer, or suffer very little?

I should not like to say that during the period which I have referred to the consumer has received the benefit of the whole of the reduction in prices which I have indicated. I believe, though I may say it is only belief on my part, that the profits of the chief contractors have very largely increased.

17336. And that the profits of the small sweater have very largely decreased?

That the profits of some of the sweaters have largely decreased.

17337. Earl of *Aberdeen*.] Reverting to the question of the speed of doing button-holes, is it not quite conceivable that though the young woman, when she was here, did work at a great rate she would not maintain that high speed ordinarily during a day of 10 hours, and that that would bring the calculation pretty much to what was stated?

I should not like to attempt to reconcile what I consider the glaring inconsistencies of the evidence on that point.

17338. I am only alluding to that particular point, which is one you have gone into pretty fully, and asking you whether that might not be the explanation?

An expert in the trade might account for it; I confess my utter inability to account for the inconsistency.

17339. Lord *Thring*.] I do not quite understand now. In answer to Lord Monkswell, you say, as I understand it, that the price of goods has decreased, that the consumer does not reap the whole of the advantage, that he does reap some advantage, that the price of labour has not decreased; that is to say, that wages have not decreased, and only in some cases the sweaters have had any advantage; but, on the whole, it seems to me that the sweaters are an unmixed blessing if they have decreased the price to the consumer and increased the wages?

I should be most strongly disinclined to say that the sweater was a blessing in any form whatever.

17340. Why?

Simply because, in the large majority of cases, he intercepts the profit of labour, which I believe ought to fall legitimately to the advantage of the workers themselves.

17341. You have told Lord Monkswell that the wages have not decreased?

Clearly they have not decreased during the period over which prices have been falling; but, at the same time, do not understand me to say that I consider the wages are too high or high enough; I believe the contrary.

17342. If they have not decreased, what harm have the sweaters done; they have lowered the price to the consumer; the skilled artizan, as you have answered already, gets higher wages in some cases; the unskilled artizan does not get lower; what is the harm they have done?

The harm is in the system. The system existed, as it does now, at the time of which I speak; and, if we go back to the case of the man in Prescott-street, he said that for the same work as he is now doing at much reduced prices, seven or eight years ago, he used to take as his share 7*l.* or 8*l.* a week; that was profit purely upon the labour of a certain number of men he had employed; and he said that now the prices have fallen to such an extent that he is only able to take 3*l.* as his own share. If any portion of that 3*l.* represents the profit which he has made out of labour, and out of nothing else, then I say that that portion is something which he has intercepted which ought to have gone in addition to the wages paid to the workpeople. To put the matter clearly: it is a comparison over a given space of time; and what I should say is this: that

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whereas seven or eight years back he may have been intercepting, or he may have been retaining to himself, 4 l. or 5 l. as the profit upon the labour of the people he employed, he is not now able to intercept so much, but in the meantime the condition of the people has not changed; it is simply a loss to the master sweater in that case, but nobody has gained except perhaps the wholesale clothier, who, by the competition of one master sweater with another, has been able gradually so to reduce prices.

17343. Then I understand you that the consumer has gained necessarily, but the master sweater has lost?

I should not like to say that the consumer has gained; clearly he has not gained to that extent; and I should venture to assert that the coat made by the East End tailor for a West End firm seven or eight years ago at the high prices I have quoted is not sold to the customer one shilling cheaper now on account of that fall in prices.

17344. *Chairman.*] When you speak of wages I presume you mean the rates of wages?

I mean the rates of wages, or the piece-work earnings of the workpeople.

17345. But do you mean also the capacity of a man to earn wages throughout the year?

I have not referred to the ability to earn wages throughout the year; if I had done that it would of course have reduced the average weekly wages very considerably.

17346. *Lord Thring.*] Do I understand you to say then that clothing is not cheaper than it was?

Speaking of seven or eight years back it is very little cheaper.

17347. To the consumer?

To the consumer. If you go back over a longer period of course there is a reduction in the price to the consumer.

17348. We have been told over and over again how very cheap these garments are to the consumer?

Clearly that is so; but when we speak of a period of seven or eight years only there is comparatively little change.

17349. *Chairman.*] I take it from you, that over that period what you say has occurred is this: That the prices the articles have cost have been considerably reduced, but that the reduction is absorbed by the large contractors; the wholesale houses?

That is my opinion.

17350. And the article gets to the absolute consumer very little cheaper than it formerly did?

The price to the actual consumer is only affected by the degree of competition between the chief contractors which certainly is by no means so great as the amount of competition between the master sweaters.

17351. And during that same time the profits of the sweaters, of the smaller sweaters especially, have become diminished, and the rate of wages for skilled labour has practically increased, and the rate of wages for unskilled labour has, I think you say, remained about the same?

Or slightly decreased. There may have been, to increase the sub-division of labour, an introduction of some less skilled branches; I never found such a sub-division in the London trade; but, referring to Leeds, I may say that I found a still further sub-division beyond those existing in London. I found, for instance, that some women were employed to sew on buttons and nothing else.

17352. You have said very little about machinery; has the introduction of improved machinery affected the tailoring trade largely?

Undoubtedly it has; that has been one of the chief factors in the great reduction in the price of clothing to the consumer.

17353. Lord

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17353. Lord *Thring*.] But I thought you said that there was not a great reduction in the price of clothing to the consumer?

During the last seven or eight years. My statement as to there being no considerable reduction in the price of clothing referred to the last seven or eight years.

17354. *Chairman*.] I want to ask you whether you think that the introduction of improved machinery has revolutionised or altered the trade to the detriment of labour?

It would be easy to answer the question were it confined to any given class of labour; if it were confined to the skilled tailors only, clearly it has.

17355. But it has been beneficial to the unskilled labour?

It has been beneficial to unskilled labour because it has rendered it possible for an amount of unskilled labour or less skilled labour to get into the clothing trade, which could never have got in under the old system.

17356. Have you followed the evidence that has been given before the Committee?

I have followed it very closely.

17357. I should like to ask you generally whether you think that the evidence which the Committee has had, gives a fair example of the way in which the sweating system is conducted in London?

I think, so far as the East End trade is concerned, you have had from the various witnesses on each side very full and exhaustive evidence.

17358. You have visited Leeds, and you have also made a Report upon it; I think you also have made a Report about the condition of the chain and nail maker's industry at Cradley Heath?

Yes; on each of those subjects I have made Reports.

17359. Have you also been to Darlaston?

Yes; I have been in that district.

17360. Then on another occasion you will be prepared to give evidence on those special trades?

I would be prepared to give evidence on those special trades. There was some mention made to me by Lord Onslow as to home industries; perhaps it would be better to keep back that evidence also until dealing with the provinces.

Chairman.] Yes, if it refers to the provinces.

The Witness is directed to withdraw.

Mr. JAMES WELSH, having been re-called; is further Examined, as follows:

17361-2. *Chairman*.] You wish, I believe, to correct some of the evidence you gave before the Committee?

Yes.

17363. Will you state what it is you desire to say?

In reference to the ship "Adirondack," I desire, as one of the witnesses whose evidence has been taken on the Sweating Inquiry with regard to docks, to correct one error with reference to a statement made by me concerning the balance or plus money received from the working of the ship "Adirondack." I said 10 *d.* per day. In the subsequent examination of the dock superintendent it is given as 1 *s.* 4 *d.*, which is an apparent contradiction. The fact is, 10 *d.* was offered and was refused one day, and when the palpable fraud attempted was exposed, the other 6 *d.* was given; not till then; and that is the sort of practice generally adopted without the knowledge of Mr. Beck, superintendent, or Colonel Du Plat Taylor, who cannot, therefore, be cognisant of that,

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or of the thousand and one grievances under which dock labourers suffer, and who, therefore, are not very great authorities.

17364. What you say is, if I understand you, that the 10 *d.* a day was what was offered?

What was offered on one day.

17365. What you said was that that was what was paid; what you mean is that that was what was offered?

That was what was offered; and unless we had made a protest we should have had to abide by it.

17366. But, as a matter of fact, you did get 1 *s.* 4 *d.*?

We did get 1 *s.* 4 *d.*; but it was your Lordships examining me further which caused me to forget to make that statement.

17367. Have you ever received any accidents in the docks?

Yes; and I consider that the instances of my own experience are only a fair sample of that of many others; hundreds and hundreds of others. Only as recently as last Spring I fell down the forehold of the "Glencoe" steamship in the South Dock, a distance of 26 feet. Now, fortunately, no bones were broken, and I was enabled to walk up the ladder unaided, to the great surprise of all around; and I immediately went to the Poplar Hospital and had an examination from the resident surgeon; but, although I was very seriously hurt, I was so overcome by the sight of broken limbs and other things around me, that I was only glad to escape from such surroundings; and from that time forth never went to the hospital again; and, as far as I can understand, I do not really think that it was an officially reported accident. But that is only one of numerous accidents that I have been a victim to in the course of my experience as a dock labourer for this last 16 or 17 years.

17368. How many accidents have occurred to you?

I have had something like six or seven accidents, very serious accidents, and there are others in my own experience who have been similarly placed, and who have not reported the accidents any more than I did.

17369. What do you mean by "officially reported"?

It is generally supposed that the particulars of the case must be taken down by the dock constable at the gates, as you are passing out of the gates. Now, on no occasion has any instance of that kind occurred to me; I have been rather too ready to smother the knowledge of the accident, from the fact that I did not wish to be considered disabled; and that is what has occurred with many others; and Colonel Martindale and Colonel Du Plat Taylor are so high in authority, compared with our position, that many instances of this kind, thousands I might say, could never have reached their ears. They only pay an official visit, perhaps once a week, or at most once a day; and they pass through the dock, and they rely simply upon what is reported to them by the superior officials of the dock. Consequently it is to their interest that these things are not generally known; and I have known of instances where men have really been hurt, and simply because they have been making much of that particular accident after the occurrence is over, and they have recovered, they have not been employed again.

17370. Whose duty is it to report these accidents?

The duty of the particular foreman under whom you are working.

17371. But have you ever been disabled for any time, and prevented going to work, I mean by an accident?

Yes; on one occasion when picked up nearly drowned I was for about five months not able to do work, although I crawled to the dock gates; and it was my disabled position which enabled me to get probably a turn or two, which I was really not able to do; and that is the case of others too; I have had to crawl about and do the best I could, seeking all the easy jobs I possibly could; for instance, when a large steamer came in, when it might be in my power

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power to get a job, not from any graciousness on the part of the foreman; I have generally got this easy job on my own look out.

17372. Did you apply for compensation in any of these cases?
Never.

17373. Why not?

It is so difficult to obtain it. I was working with a man on a vessel called the "Ocean Mail" some years ago in the South Dock, and the man working the next sling to me, being a dark man, was hurt; and he lodged with a certain person in the same street as I did; and that man entered an action against the Company, and for about 10 months he was in litigation with the Company. All he got was 80 l., which only went so far as to clear the expenses of the lawyers concerned. So that we, having these instances before us, and knowing the utter hopelessness of making any effort, consider it our duty to make as little of it as possible, and to continue work as long as we are able. I know of another instance when I was working what they call a lead; that is another matter that requires thorough investigation; the system of working leads in the docks. The vessel in this particular instance was the "Port Denison," one of the largest steamers that came into that dock; it was just upon discharged, and I was working a lead, a distance of 20 yards; and so much was I hid from the transactions of the forehold that it required another man to attend to the man immediately over the hatchway to attend to me, and I had to turn round in this manner while the action of the crane was working in order to see this man, and in this distance of 20 yards, and on that particular occasion, a man was killed. This man was killed through the unhooking of what they call a shod-tub, and it falling upon him in such a manner as that it was utterly impossible for him to escape from it. I will just describe to your Lordships the condition of the hatchway and the hold. Now it appears that there were any amount of bales of wool stowed for transshipment, and this wool was stowed in such a manner that the goods that were to be landed were, as it were, immediately dug out of the forehold, right down upon the skin of her, as they say; so that the goods that were for transshipment were only abreast of the combings of the hatchway; consequently there was no possibility of escape for him, poor man; and the eagerness and haste with which the work was being done was such that the man had no probability of escape. The ship was in a very great hurry that morning; she had been working all night; the warehouse-keeper stood over the hatchway, as if to goad the men on, and they, in order, I suppose, to make themselves as clever as they could in the eyes of the warehouse-keeper, were urging one another on; and in this way this man was killed. I did not see it myself; I could hardly hear the man at the distance; but I am only describing to you that a man may be hurt and yet not be able to get satisfaction.

17374. I take it from you that many accidents occur which you think might be prevented if the means were taken to ensure that the work was done in a safer way; and that a great number of accidents of this kind, and other kinds occur, which are never brought before the notice of the secretaries or the dock companies because they are not reported?

As far as my experience goes.

17375. And they are not reported mainly because the men are afraid that if it was known that they had had accidents they might not obtain work again; is that what you mean?

That is what I mean.

17376. And therefore, I presume, you object to the statements that are made by Colonel Martindale as to the number of accidents in the docks?

I object; and not only so, I have had the pleasure of going amongst hundreds of dock labourers since the statement of Colonel Martindale, and they entirely laugh at the idea that that man should be believed as an authority. As Colonel Martindale is the General Manager of the London and St. Katharine's Docks, and as my experience has been generally at the East and West

18th December 1888.]

Mr. WELSH.

[*Continued.*]

India Docks, I do not wish it to be confounded, and to be supposed that those references have been made directly concerning his statement of accidents, although I, as a dock labourer, state this emphatically, that I am as good a representative dock labourer as there is, and therefore I can speak for the general body of men; and we are a migratory sort, especially since the extension of the docks down the river, so much so, that there is never hardly, for men of my description, sufficient work at one dock, and consequently we are always floating round. Therefore what I should say would generally apply to all docks; and not only that, there is a general opinion amongst dock labourers that there is a great necessity for some independent representative body who will represent the men as well as the dock companies in reference to matters that I have been referring to, in accidents and that sort of thing, who will impartially judge and impartially decide.

The Witness is directed to withdraw.

Ordered, That this Committee be adjourned *sine die*.

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A P P E N D I X.

APPENDIX A.

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COPY of CONTRACT for performing WORK at the WAREHOUSES of the MILLWALL DOCK COMPANY.

WE, the undersigned ALFRED JOHN HUTCHINGS and JAMES STEPHEN MOXLEY, called the Contractors, hereby undertake to perform the work mentioned therein for the MILLWALL DOCK COMPANY at their "F." and "G." and Nos. 6 and 7 Warehouses, upon the following terms and conditions, namely :—

At "F." Warehouse :

For parcels of grain 20 quarters and under, housing from bins, or landing from ship or craft, and delivering to ship, craft, rail, or van, 1s. 0½ *d.* each way.

For parcels of grain more than 20 quarters, 10½ *d.* per ton each way for housing or landing from ship or craft, and delivering to ship, craft, rail, or van.

It being understood that any parcel of grain more than 20 quarters, housed or landed, shall be on the 10½ *d.* per ton rate, whether delivered entire or in cotehels, and that the contractors shall register such particular deliveries.

Delivering grain from trollies or bins from Western Granaries, 3½ *d.* per ton.

Landing and housing lead for the Lead Warrant Company, 3½ *d.* per ton.

Delivering lead for the Lead Warrant Company, 3½ *d.* per ton.

Landing iron for the East Ferry Road Engineering Company, 3½ *d.* per ton.

For any extra operations other than those specified in the foregoing, half the rates receivable by the Millwall Dock Company.

At "G." Warehouse, and Nos. 6 and 7 Warehouses :

Landing, housing, and working grain and other goods, ex ship or craft, 10½ *d.* per ton.

Delivering grain and other goods per road, rail, or water, 10½ *d.* per ton.

Turning over grain, when the charges for this service are receivable by the Dock Company, 1½ *d.* per ton.

For any extra operations, half the rates receivable by the Millwall Dock Company.

It is also agreed that contractors shall receive 7 *d.* per ton for landing and housing lead in F., G., and Nos. 6 and 7 Warehouses, and 7 *d.* per ton for delivering lead from these warehouses.

And it is understood that the above rates shall cover the whole of the services to be done and executed at the warehouses aforesaid, including clerks, tallymen, weighers, and labour of all and every kind whatsoever, the Dock Company allowing the use of trollies, cranes, and gear necessary for the due and proper performance of the work.

And the contractors undertake to perform the work entrusted to them efficiently, and to the satisfaction of the Company's superintendents, employing whom they please, but not men of known bad character.

The contractors further agree to be responsible for all loss or damage to goods or gear (fair wear and tear of the latter excepted) caused through neglect, inattention, or otherwise, by themselves, or any person or persons in their employ, as also for any claims or accidents of any nature whatsoever, and to keep the warehouses and quays adjacent under their control, free, clean, and orderly.

It is also further agreed that contractors shall be paid the lump sum of 5 *l.* per week for extra operations for which the Company do not receive payment from merchants or owners, over and above any other sums they may be further entitled to, the said sum of 5 *l.* being a special gratuity for special services.

And it is understood that contractors shall employ the following men, while they are able to do light work, viz. :—Venning, Hillier, Bailey, Hastings, Stanley, Morley, Benson, Boucher, Effeny, and Morrison.

The sum of 7 *s.* 6 *d.* per week to be allowed contractors for booking services at F. Warehouse, and 5 *s.* per week for booking services at G. and Nos. 6 and 7 Warehouses.

No grain or goods of any description to be delivered except on orders passed by the Company's authorised servants, and all sweepings to be the property of the Millwall Dock Company.

Should contractors require to be absent at any time, they shall give the Company's superintendents due notice of such absence in writing, stating whom they leave in charge of their work.

Payment to be made every Saturday for all work done and completed up to the previous Thursday, the weekly payments to be made on certificates signed only by Mr. Wood, or Mr. Campbell, superintendents.

This Contract to commence on the 21st day of February 1888, and shall be terminable at any time without notice on either side, but should the Millwall Dock Company terminate this Agreement without notice, then contractors are to be paid by the Dock Company such wages, in lieu of notice, as they (contractors) are bound to pay any person in their employ at weekly wages.

Dated this 21st day of March 1888.

(signed)

Alfred John Hutchings.
James Stephen Moxley.
Millwall Dock Company,
per *J. S. Wood.*

APPENDIX B.

PAPER handed in by Colonel *Du Plat Taylor*, 29th November 1888.

EAST AND WEST INDIA DOCK COMPANY.

LIST OF PERMANENT STAFF.

MAJOR STAFF.

Secretary and General Manager.
 Assistant Secretary.
 Chief Clerk, Secretary's Office.
 Establishment Clerk.
 Law Clerk.
 Principal—Shipping Office.
 Accountant.
 Principal—Transfer, Dividend, and Pay Office.
 Corn Agent.
 Agent at Gravesend.
 5 Chief Clerks and Receivers.
 Deposit Clerk.
 Chief Examiner.
 Clerk of Charges.
 Assistant Clerk of Charges.
 2 First Class Clerks—Secretary's Office.
 7 Second Class Clerks—Special Classification.
 9 Third Class Clerks—Special Classification.
 20 First Class Clerks—General Classification.
 93 Second Class Clerks—General Classification.
 87 Third Class Clerks—General Classification.
 4 Superintendents.
 2 Deputy Superintendents.
 8 Warehousekeepers.
 21 Assistant Warehousekeepers.
 Gauger.
 Assistant Gauger.
 2 First Class Deputies on the Quay.
 5 Deputies on the Quay.
 3 Assistant Deputies on the Quay.
 2 Principal Foremen Coopers.
 5 Foremen Coopers.

Timber Measurer.
 5 Assistant Timber Measurers.
 Principal Storekeeper.
 Storekeeper.
 Principal Wharfinger.
 5 Wharfingers.
 Foreman of Machinery.
 Master of Derrick.

Dockmaster's Staff:

3 Dockmasters.
 4 Assistant Dockmasters.

Police Staff:

Superintendent of Police.
 4 Inspectors of Police.

Railway Staff:

2 Railway Inspectors.

Engineer's Staff:

Engineer.
 Supervisor of Mudding.
 Architectural Assistant.
 Correspondence Clerk, Engineer's Department.
 Prime Cost Clerk.
 Draughtsman.
 Inspector of Electric Lighting.

Provident Association:

Secretary, Provident Association.

Telegraphists:

11 Telegraphists—Female.

MINOR STAFF.

General Dock and Warehouse Staff:

First Class Leading Foreman.
 12 Leading Foremen.
 49 Foremen.
 150 Assistant Foremen.
 11 Samplers (grade now abolished).
 96 Assistants.
 2 Head Messengers.
 2 Messengers, adult.
 2 Timekeepers.

Sergeant of Messengers.
 Assistant Sergeant of Messengers.
 97 Messengers.
 8 Assistant Foremen Coopers.
 5 Coopers.
 20 Coopers, Rum Quay.
 6 Engine Drivers for Meat Hulks and Store.
 2 Shipkeepers for Meat Hulks.
 Assistant Storekeeper.
 3 Gear and Storekeepers.

Derrick Staff:

2 Masters of Derrick.
 3 Engineers of Derrick.
 2 Mates of Derrick.
 3 Stokers of Derrick.
 2 Derrick Crew.
 2 Derrick Boys.

Blackwall Pier Staff:

Pier Inspector.
 Assistant Pier Inspector.
 Pierman.

Dockmaster's Staff:

4 Masters of Tugs.
 5 Mates of Tugs.
 3 Engineers of Tugs.
 7 Stokers of Tugs.
 Foreman of Dry Docks (Tilbury).
 2 Assistant Foremen of Dry Docks (Tilbury).
 Leading Foreman of Gates.
 6 Foremen of Gates.
 4 Assistant Foremen of Gates.
 Leading Foreman, Dock Crew.
 8 Foremen, Dock Crew.
 2 Assistant Foremen, Dock Crew.
 5 Boarding Officers.
 Foreman of Barges.
 2 Timekeepers.
 126 Gatemen.
 5 Dock Crew.
 Ferryman.
 2 Carpenters.

Police Staff:

7 Sergeants.
 37 Constables.
 7 Barge Searchers.
 62 Watchmen.
 Foreman Fireman.
 4 Firemen.

Railway Staff:

Station Inspector.
 Station Clerk.
 Leading Engine Drivers.
 3 Engine Drivers.
 4 Firemen.
 Signal Fitter.
 7 Signalmen.
 2 Foremen Platelayers.
 4 Platelayers.
 Leading Foreman Shunter.

Foreman Shunter.
 6 Assistant Foremen Shunters.
 8 Shunters.
 7 Bridgemen.
 3 Gatemen.
 Point Cleaner.
 Number Taker.

Engineer's Staff:

Foreman of Machinery.
 Foreman Fitter.
 2 Leading Fitters.
 Fitter.
 3 Building Foremen.
 2 Timekeepers.
 Foreman Plumber and Gas Fitter.
 Gas Foreman (in Town).
 2 Gas Men.
 2 Divers.
 Chain Examiner.
 Foreman Wheelwright.
 Leading Boat Builder.
 7 Engine Drivers.
 4 Stokers.
 8 Oilers.
 Engine Attendant.
 2 Masters of Tugs—Mudding Staff.
 Engineer of Tug—Mudding Staff.

Miscellaneous:

Housekeeper.
 2 General Servants.
 Bookbinder.
 2 Caretakers of Workmen's Dwellings.
 Gardener (Tilbury).

Labour Staff:

50 First Class Labourers—Docks.
 102 Second Class Labourers—Docks.
 2 Third Class Labourers—Docks.
 8 Sample Porters.
 2 Sample Van Drivers.
 Crane Man.
 30 Shedmen.
 Sampling Cooper.
 Porter—Dock House.
 5 First Class Porters—Town Warehouses.
 38 Second Class Porters—Town Warehouses.
 81 Third Class Porters—Town Warehouses.
 Store Porter.
 2 Gear and Storekeepers (Tilbury).

APPENDIX (C.)

PAPER handed in by Mr. *Thomas Beck*, 4th December 1888.

COPY of RULES and RATES on SHIPPING in Force at the EAST and WEST INDIA DOCKS.

EAST AND WEST INDIA DOCK COMPANY.

RATES ON SHIPPING.—CLASS A.

The attention of captains of vessels is especially directed to the regulations regarding fires, lights, and smoking, as well as to the penalty for any breach thereof

NOTICE.—*The company will not be answerable for any delay, loss, or damage arising from combination or strikes of any persons in their employment or service, nor for any consequences arising therefrom.*

DUES AND RENT ON SHIPPING.—CLASS A.

Note.—The tonnage dues and rent are to be levied on the re-admeasurement whenever the same shall have taken place ; any cargo carried on deck is to be taken as an addition to the tonnage of the vessel in the case of both import and export cargoes, and a week's rent is to be charged for any fraction of a week.

Vessels are not permitted to leave the docks until the tonnage dues and other charges have been paid ; for which purpose the register must be produced, if the ship be British, or a certificate of admeasurement by the proper officer of the Customs, if foreign, when a pass will be granted, which must be lodged with the dock-master on the vessel leaving the docks.

	Dues.	Rent per Ton Gross Tonnage per Week.	
	£. s. d.	£. s. d.	
Vessels with transhipment goods, or laden from ports or places outside Europe, the Mediterranean and the Black Seas (with the exceptions enumerated in page 2), with liberty to re-load, per ton net register	- 1 -	- - 1	To commence after four weeks from date of entrance if discharged by the crew, or four weeks from final discharge if discharged by the company ; but when the discharge of any vessel is postponed by desire of the owners, free rent will not be allowed beyond six weeks from the date of entrance.
Lighters, save when specially exempted under company's Act of Parliament, per ton register	- - 6	- - 1	To commence after one week from date of entrance.
When remaining in dock, and employed in carrying more than one freight, an additional charge of 3 d. per ton register will be made for each freight carried after the first.			
Vessels loading, per ton net register	- 1 -	- - 1	To commence after four weeks from date of entrance.
Vessels entering Dock without Cargoes to Lie Up, Repair, or Fit their Machinery, and Vessels entering to adjust Compasses.			
Sailing Vessels.—Docking and undocking, per ton gross tonnage	- - 3	- - 1	To commence from date of entrance.
Screw Steamers.—Docking and undocking, per ton gross tonnage	- - 3	- - 1	To commence from date of entrance.
Paddle-wheel Steamers.—Docking and undocking, per ton gross tonnage	- - 4	- - 2	To commence from date of entrance.

EXCEPTIONS.

	Dues.	Rent per Ton Gross Tonnage per Week.	
	£. s. d.	£. s. d.	
Vessels entering to discharge parts of cargoes, docking and undocking, per ton net register	} - - 3	} - - 1	{ To commence after one week from date of en- trance.
Additional on quantity of goods discharged, per ton - - - - -	} - - 9		
This rate applies only when vessels have discharged part of their cargoes before entering dock, or leave dock with part of their cargoes on board.			
Vessels entering to load parts of cargoes, dock- ing and undocking, per ton net register -	} - - 3	} - - 1	{ To commence after one week from date of en- trance.
Additional on quantity of goods taken on board - - - - -	} - - 9		
This rate applies only when vessels come into dock partly laden, or quit dock to complete loading elsewhere.			
The above rates in no instance to exceed the dues on a vessel discharging or loading a full cargo.			
Vessels wood laden, per ton net register -	- - 1 -	- - 1	To commence after four weeks from date of en- trance.
Vessels coal laden entering to discharge :			
Docking and undocking, per ton net register	- - 3	} - - 1	{ To commence after 72 hours from date of en- trance.
And in addition for every ton of coals trans- shipped or delivered into craft - -	} - - 3		
Should the vessel load outwards, the usual rates, according to the port of desti- nation, will be charged, in lieu of docking and undocking.			
Steam or sailing vessels, from Mogadore, or laden with wine or brandy, from French, Spanish, or Portuguese ports, discharging in dock, but not loading out, per ton net register - - - - -	} - - 4	- - 1	{ To commence after 48 hours from the final discharge, if discharged by the company; or after the date of en- trance, if discharged by the crew.
Discharging in dock, and loading out for a port, as above, per ton net register - -	} - - 8	- - 1	{ To commence after 14 days from date of en- trance.
Should the steamer load out for any other port the usual dues will apply, according to the port of destination.			

YACHTS.

Yearly Rates :—

	£. s. d.
Under 25 tons - - - - -	3 3 -
25 tons and under 50 tons - - - - -	6 6 -
50 " " 100 " - - - - -	12 12 -
100 " " 150 " - - - - -	18 18 -
150 " " 200 " - - - - -	26 5 -

Yachts on yearly rates will be charged 10 s. per yacht in addition, if the rates are not paid within one week from the date of entrance.

Weekly Rates :—

	£. s. d.
Docking and undocking, per ton - - - - -	3
Rent, per week - - - - -	1 from date of entrance.

No charge less than 10 s.

Steamers charged on builders' measurement.

Note.—Yachts entering dock will be subject to yearly rates, unless notice be given within three days from date of entrance that they are to be placed on weekly rates.

RATES FOR DISCHARGING CARGOES OF VESSELS DURING ORDINARY WORKING HOURS.

Viz., from 8 a.m. to 6 p.m. from 1st March to 31st October, and 8 a.m. to 5 p.m. from 1st November to the last day of February; including survey of hatches during the discharge, copies of certificates of survey on cargo, and freight books.

The discharging rates apply to goods delivered direct from ship. If the company are required by shipowner to pass over quay into craft any goods entered for overside delivery and duly applied for in time, an additional charge will be made for such service, as under :—

	s.	d.
Grain, rice, flour, coffee, dates, oilcake, and oil-seeds in packages, sugar in bags (excluding jaggery and mats of sugar), cotton-seed, bacon, beef and pork (not canned) in casks or cases, wine and brandy in casks or cases, and resin in casks - - - - -	Per ton weight	1 2
Other goods in packages - - - - -	" "	1 6
Goods loose or in bulk, other than grain - - - - -	" "	2 6
Grain in bulk - - - - -	" "	1 2
Deals or lumber - - - - -	" "	2 -

Empty Casks.—Puncheon, 3 *d.*; hogshead, 2; smaller casks, 1½ *d.* each.

If the goods are not duly applied for in time, they will become subject to the ordinary landing charges, whether the charges are borne by the shipowner or consignee, and the above rates will not apply in such cases.

Goods and sweepings which it is necessary for the shipowner to appropriate will be charged :—

Appropriation services, 3 s. 6 *d.* per ton, and

Rent per week after two weeks from the date of forwarding accounts of goods on hand, 6 *d.* per ton.

An additional charge will be made on cargoes or portions of cargoes which are exceptional in character, arising from the nature, stowage, or condition of the goods, from delivery in other than bill of lading quantities, or from any other cause involving extra expense in their unloading.

	Per Ton of 2,240 lbs. Gross Weight.
Grain, rice, flour, coffee, dates, oilcake, and oil-seeds in packages, sugar in bags (excluding jaggery and mats of sugar), cotton-seed, bacon, beef, and pork (not canned), in casks or cases, wine and brandy in casks or cases, resin in casks, sulphur, and coals - - - - -	£. s. d. - 1 -
Goods contained in casks, bales, serons, cases, chests, bags, baskets, mats, bundles, or similar packages, and metals in pieces of 40 lbs. and over (not otherwise provided for) - - - - -	- 1 2
Goods loose or in bulk (not otherwise provided for) - - - - -	- 1 8
Goods in tanks - - - - -	- 2 2
Asphalte - - - - -	- 1 6
Bark, loose - - - - -	- 2 2
Bones and bone ash, loose - - - - -	- 1 6
Canes and sticks (not rattans) - - - - -	- 1 8
Casks, empty: pun. 2 <i>d.</i> , hhd. 1½ <i>d.</i> , smaller casks, 1 <i>d.</i> each.	
Cassia and cinnamon - - - - -	- 2 6
China and lacquered ware - - - - -	- 1 8
China matting - - - - -	- 2 6
Cocoa nuts - - - - -	- 2 -
Coir, in ballots, dholls, or coils under 56 lbs. - - - - -	- 2 2
„ in coils 56 lbs. and over - - - - -	- 1 8
Copra, loose - - - - -	- 2 2
Cork and corks - - - - -	- 2 2
Cotton (not press-packed) - - - - -	- 2 6
Esparto, in bales - - - - -	- 1 8
„ loose - - - - -	- 2 2
Feathers - - - - -	- 2 6
Gambier - - - - -	- 1 8
Ground nuts, in bulk - - - - -	- 2 -
Hair, not press-packed - - - - -	- 1 8
Hemp, flax, and other fibres, not press-packed - - - - -	- 1 8
Hides and skins, loose, and wet hides in bundles - - - - -	- 2 -
Hoops and staves, manufactured - - - - -	- 2 -
Horns and hoofs, loose, and deer horns in packages - - - - -	- 2 2
Iron rails - - - - -	- 1 6
Jaggery - - - - -	- 1 2
Kerosine shale, in bulk - - - - -	- 1 2
Lard, in casks, including ordinary ship's coopering - - - - -	- 1 8
Locust beans - - - - -	- 1 6
Marble and slate slabs - - - - -	- 2 -
Meat, frozen or fresh - - - - -	- 2 6
Molasses, in casks, including ordinary ship's coopering - - - - -	- 1 8
Oil, in casks, including ordinary ship's coopering - - - - -	- 1 8
Oilcake, loose - - - - -	- 2 -
Palm leaf - - - - -	- 2 2
Phosphate rock, in bulk - - - - -	- 1 -
Piassava - - - - -	- 2 2
Rags, not press-packed - - - - -	- 1 8

	Per Ton of 2,240 lbs. Gross Weight.
	£. s. d.
Rattans - - - - -	- 2 2
Rum, including ordinary ship's coopering - - - - -	- 1 8
Silk - - - - -	- 2 -
Slates, loose - - - - -	- 2 -
Straw goods - - - - -	- 2 6
Sugar, in mats or baskets - - - - -	- 1 2
" in casks or chests, including ordinary ship's coopering - - - - -	- 1 8
Tallow, in casks, including ordinary ship's coopering - - - - -	- 1 8
Tea - - - - -	- 1 6
Turpentine, as per agreement.	
Valonia, loose - - - - -	- 1 3
Wool and skins, Australian, New Zealand, Russian, and South American - - - - -	- 1 6
" " Cape, North African, and West Indian - - - - -	- 2 6
Wood :	
Dye wood and Myall wood - - - - -	- 1 8
Mahogany, cedar, or other furniture wood, in logs or planks not exceeding 3 tons each - - - - -	- 2 -
Staves, rough - - - - -	- 1 8
Treenails - - - - -	- 2 2
Oars - - - - -	- 1 8
Lancewood spars - - - - -	- 1 8
Railway keys - - - - -	- 1 8
Pine lumber - - - - -	- 1 1
Timber from Africa or East Indies, or similar timber - - - - - per load, 2 s. - d.	
If delivered overside, additional - - - - - " 1 s. 6 d.	
Deals - - - - - per standard, 2 s. 6 d.	
Other wood cargoes as per agreement.	
Machinery :	
Marine boilers, cylinders, steam or locomotive engines, carriages, tenders, or other heavy iron or machinery in parts :	
Pieces under 2 tons - - - - -	- 6 3
2 tons and not exceeding 5 tons - - - - -	- 8 2
Above 5 tons and not exceeding 10 tons - - - - -	- 9 5
" 10 " " 20 " - - - - -	- 12 6
" 20 " " 30 " - - - - -	- 18 9
An additional charge of 10s. per cent. on the value will be made when the weight to be lifted is 4 tons and upwards.	
Grain in ship's bags :	
Cutting open, starting, and trimming (in addition to the working-out rate on the grain) - - - - -	- - 10
Grain, in bulk :	
Trimming - - - - - Oats - - - - -	- - 3½
Trimming - - - - - Barley - - - - -	- - 3
Trimming - - - - - Other grain - - - - -	- - 2½

	If Housed or Delivered into undecked Craft, per Ton of 13 Cubic Feet.	Additional if Delivered into decked Craft, per Ton of 13 Cubic Feet.
	£. s. d.	£. s. d.
Marble blocks :		
4 tons and under - - - - -	- 3 -	- 1 6
Above 4 tons and not exceeding 10 tons - - - - -	- 4 -	- 2 6
Above 10 tons - - - - -	- 10 -	- 5 -

Miscellaneous goods, the freight on which is commonly charged by the measurement ton of 40 or 50 cubic feet, such as doors, mouldings, joinery, wash-boards, tubs, and bulky packages generally, will be charged for discharging at 10 d. per ton of 50 cubic feet, but no less rate than 1 s. 2 d. per ton of 20 cwt. will be charged.

A charge will be made for—

- Measuring goods for freight.
- Coopering and mending, except in cases otherwise provided for.
- Breaking out cutch, gambier, jaggery, or other substances adhering together in stowage, and for the repair of tackle.
- Collecting sweepings, and separating bones, hoofs, and horns, or other goods in bulk mixed together in ship's hold.

OVERTIME WORK.

Overtime is charged on vessels loading or discharging at times other than Sundays, Good Fridays, or Christmas Days, at the following rates per hour, including lights on shore, viz. :

Vessels discharging :

	s.	d.	
Between 5 or 6 p.m. and 10 p.m.	-	-	10 6
„ 10 p.m. and 6 a.m.	-	-	12 6
„ 6 a.m. and 8 a.m.	-	-	10 6
„ 8 a.m. and 5 or 6 p.m. (on Bank Holidays, Queen's Birthdays, or other public holidays)	-	-	10 6

Per hour for each hatchway working.

The minimum charge will be 21 s., and the maximum charge 35 s., per hour per ship.

Vessels loading :

The charge will be 21 s. per hour per ship.

The time allowed for refreshments will be charged for at the same rate, and for vessels discharging according to the number of hatchways at work immediately before that time.

On Sundays, Good Fridays, or Christmas Days (when work is done by special permission only), the above rates will be doubled.

Company's lamps for use on board are charged at the rate of 8 d. each for four hours or under, or 1 s. each per night, or any time exceeding four hours. Police attendance at 10 d. per hour is charged in addition whenever lights are used on board.

STEAM WINCHES.

Before any steam winch can be used within the dock premises, a fire license will have to be obtained.

A charge of 5 s. per week will be levied on each steam winch, and such charge, which will cover rent and fire license, shall be paid at or before the expiration of six calendar months next after such barge shall have entered the docks or basins, or before leaving the docks or basins, whichever shall first happen.

Owners of steam winches will be at liberty to commute the weekly payment of 5 s. by a payment of 7 l. 10 s. to cover a whole year ending on the 31st December; such commutation to be paid in advance on or before the 15th day of January in each year, or within 15 days of the date of entrance of the barge. In the event of a steam winch entering the docks on or after the 1st July in any year, the weekly payment of 5 s. may be commuted for the unexpired portion of that year by a payment of 4 l.; such commutation to be paid in advance within 15 days of the date of entrance of the barge.

LABOUR IN THE DOCKS.

No person, not being a servant of the Company, is permitted to be employed in any work or labour to be performed within the dock premises, whether on ship, vessel, lighter, jetty, quay, or shore, without the previous permission of the dock superintendent, or other qualified officer, with the following exceptions, viz. :

- (a) Crews discharging the cargoes of their own ships.
- (b) Stevedores and their men employed in loading or rigging vessels.
- (c) Lightermen and carmen, delivering or receiving goods, and lightermen navigating their craft.

Stevedores and their men are, with the previous sanction of the dock superintendent, permitted to discharge iron and certain rough goods on payment by the shipowner (in addition to the usual dock dues) of a royalty of 3 d. per ton on the weight discharged.

Labourers can be hired of the Company to work under the direction of the commanding officer of the ship, at a charge per man as under :

Between 8 a.m. and 6 p.m.	-	-	-	-	-	-	-	-	-	8 d. per hour.
During other hours	-	-	-	-	-	-	-	-	-	10 d. „

TALLY CLERKS.

The Dock Company supply tally clerks, when desired, to work under the control and responsibility of the captain or officer of the ship, at a charge of 1 s. per hour.

Under authority given by Act of Parliament, the Schedule of Rates is subject to revision from time to time.

By order of the Court,

J. L. du Plat Taylor,

Secretary and General Manager.

Dock House, Billiter-street,
1 November 1888.

EAST AND WEST INDIA DOCK COMPANY.

RATES ON SHIPPING.—CLASS B.

The attention of captains of vessels is especially directed to the regulations regarding fires, lights, and smoking as well as to the penalty for any breach thereof.

NOTICE—*The company will not be answerable for any delay, loss, or damage arising from combination or strikes of any persons in their employment or service, nor from any consequences arising therefrom.*

RATES ON VESSELS FOR DOCKING, UNDOCKING, AND USE OF DOCKS.

Comprehending vessels with cargoes from or for European and all ports in the Mediterranean and Black Seas.

Note.—The tonnage dues and rent are to be levied on the re-admeasurement whenever the same shall have taken place; any cargo carried on deck is to be taken as an addition to the tonnage of the vessel in the case of both import and export cargoes, and a week's rent is to be charged for any fraction of a week.

Vessels are not permitted to leave the docks until the tonnage dues and other charges have been paid, for which purpose the register must be produced, if the ship be British, or a certificate of admeasurement by the proper officer of the Customs, if foreign, when a pass will be granted, which must be lodged with the dockmaster on the vessel leaving the docks.

1.—IMPORT CARGOES.

Steamers.—With cargoes of all kinds, coal, ice, wood, wine and brandy excepted.

	£.	s.	d.
250 tons net register, and under	-	-	2 10 -
251 tons to 300 tons inclusive	-	-	3 - -
301 " 350 " "	-	-	3 10 -
351 " 400 " "	-	-	4 - -
401 " 450 " "	-	-	4 10 -
451 " 500 " "	-	-	5 - -
501 " 550 " "	-	-	5 15 -
551 " 600 " "	-	-	6 10 -
601 " 650 " "	-	-	7 - -
651 " 700 " "	-	-	7 12 6
701 " 750 " "	-	-	8 5 -
751 " 800 " "	-	-	8 17 6
801 " 850 " "	-	-	9 10 -
851 " 900 " "	-	-	10 2 6
901 " 950 " "	-	-	10 15 -
951 " 1,000 " "	-	-	11 7 6
1,001 " 1,050 " "	-	-	12 - -
1,051 " 1,100 " "	-	-	12 12 6
1,101 " 1,150 " "	-	-	13 5 -
1,151 " 1,200 " "	-	-	13 17 6

And 12 s. 6 d. for every additional 50 tons, or part thereof.

N.B.—This includes use of docks for 48 hours from final discharge, if discharged by the company, or 48 hours after entrance if discharged by the crew. After this time there is an additional charge for rent of 1 d. per gross ton per week, or part thereof.

Steamers.—With wood goods, 1 s. per ton, net register.

N.B.—This includes use of docks for four weeks from ship's entrance. After that there is an additional charge for rent of 1 d. per gross ton per week, or part thereof.

Steamers.—With wine or brandy, *see* Class A.

Steamers.—With dried fruit.—Rates on application.

Steamers and Sailing Ships.—With Ice, 9 d. per ton, net register.

N.B.—This includes use of docks for four weeks from ship's entrance. After that there is an additional charge for rent of 1 d. per gross ton per week, or part thereof.

Sailing Ships.—Wholly grain laden :—

	£.	s.	d.
100 tons net register, and under	-	-	1 1 -
101 tons to 150 tons inclusive	-	-	2 2 -
151 " 250 " "	-	-	2 10 -
251 " 300 " "	-	-	3 - -
301 " 350 " "	-	-	3 10 -
351 " 400 " "	-	-	4 - -
401 " 450 " "	-	-	4 10 -
451 " 500 " "	-	-	5 - -
501 " 550 " "	-	-	5 15 -
551 " 600 " "	-	-	6 10 -
601 " 650 " "	-	-	7 - -
651 " 700 " "	-	-	7 12 6

Sailing Ships.—Wholly grain laden—*continued*.

										£.	s.	d.
701 tons to 750 tons inclusive	-	-	-	-	-	-	-	-	-	8	5	-
751 " 800 " "	-	-	-	-	-	-	-	-	-	8	17	6
801 " 850 " "	-	-	-	-	-	-	-	-	-	9	10	-
851 " 900 " "	-	-	-	-	-	-	-	-	-	10	2	6
901 " 950 " "	-	-	-	-	-	-	-	-	-	10	15	-
951 " 1,000 " "	-	-	-	-	-	-	-	-	-	11	7	6
1,001 " 1,050 " "	-	-	-	-	-	-	-	-	-	12	-	-
1,051 " 1,100 " "	-	-	-	-	-	-	-	-	-	12	12	6
1,101 " 1,150 " "	-	-	-	-	-	-	-	-	-	13	5	-
1,151 " 1,200 " "	-	-	-	-	-	-	-	-	-	13	17	6

And 12 s. 6 d. for every additional 50 tons, or part thereof.

N.B.—This includes use of docks for 48 hours from final discharge. After this time there is an additional charge for rent of 1 d. per gross ton per week, or part thereof.

Sailing Ships.—With other cargoes 1 s. per ton net register. In the case of sailing ships with cargoes from ports on the coast of Great Britain, the charge is only 6 d. per ton net register.

N.B.—This includes use of docks for four weeks from ship's entrance. After that time there is an additional charge for rent of 1 d. per gross ton per week or part thereof.

Lighters, save when specially exempted under Company's Act of Parliament, 6 d. per register ton, and rent 1 d. per ton per week after one week from date of entrance.

When remaining in dock, and employed in carrying more than one freight, an additional charge of 3 d. per ton register will be made for each freight carried after the first.

2.—EXPORT CARGOES.

Steamers and Sailing Ships.—9 d. per ton net register.

N.B.—This includes use of docks for four weeks from date of entrance. After that time there is an additional charge for rent of 1 d. per gross ton per week or part thereof.

Steamers and Sailing Ships.—Not loading full cargoes are charged 3 d. per ton net register, and 6 d. per ton on weight of cargo shipped, and rent at 1 d. per gross ton per week after one week from the date of entrance. These rates are not to exceed the charges on a vessel loading a full cargo.

Steamers and Sailing Ships.—From or for European ports, bringing or taking transhipment goods from or for places outside Europe, the Mediterranean and the Black Seas, are included under Class A.

Vessels (Steam and Sailing), both discharging and loading, are charged only the higher of the two rates.

	Dues.	Rent per Ton Gross Tonnage per Week.	
	£. s. d.	£. s. d.	
Vessels, coal laden, entering to discharge:— Docking and undocking, per ton, net register	- - 3	- - 1	{ To commence after 72 hours from date of entrance.
And in addition for every ton of coals transhipped or delivered into craft - - -	- - 3	- - 1	
Should the vessel load outwards, the usual rates, according to the port of destination, will be charged in lieu of docking and undocking.			
<i>Vessels entering Docks without Cargoes, to Lie Up, Repair, or fit their Machinery; and Vessels entering to Adjust Compasses:</i>			
Sailing Vessels.—Docking and undocking, per ton, gross tonnage	- - 3	- - 1	{ To commence from date of entrance.
Screw Steamers.—Docking and undocking, per ton, gross tonnage	- - 3	- - 1	{ To commence from date of entrance.
Paddle-wheel Steamers.—Docking and undocking, per ton, gross tonnage	- - 4	- - 2	{ To commence from date of entrance.
		Rent per Ton Gross Tonnage Per Day.	
		£. s. d.	
Floating Stores, fitted with Refrigerating Machinery, or otherwise.—Docking and undocking, per ton, gross tonnage	- 5 -	- 2 6	{ To commence 24 hours from time of entrance.

RATES FOR DISCHARGING CARGOES OF VESSELS DURING ORDINARY WORKING HOURS.

Including survey of hatches during the discharge, copies of certificates of survey on cargo, and freight books.

The discharging rates apply to goods delivered direct from ship. If the company are required by ship-owner to pass over quay into craft any goods entered for overside delivery and duly applied for in time, an additional charge will be made for such service as under :—

	s.	d.
Grain, rice, flour, coffee, dates, oilcake, and oil seeds in packages, sugar in bags (excluding jaggery and mats of sugar), cotton seed, bacon, beef, and pork (not canned), in casks or cases, wine and brandy in casks or cases, and resin in casks - - - - -	per ton weight	1 2
Other goods in packages - - - - -	" "	1 6
Goods loose or in bulk other than grain - - - - -	" "	2 6
Grain in bulk - - - - -	" "	1 2
Deals or lumber - - - - -	" "	2 -

Empty casks :—Puncheon, 3 *d.* ; hogshead, 2 *d.* ; smaller casks, 1½ *d.* each.

If the goods are not duly applied for in time, they will become subject to the ordinary landing charges, whether the charges are borne by the shipowner or consignee, and the above rates will not apply in such cases.

Goods and sweepings which it is necessary for the shipowner to appropriate will be charged :—

Appropriation services, 3 *s.* 6 *d.* per ton, and rent per week after two weeks from the date of forwarding account of goods on hand, 6 *d.* per ton.

An additional charge will be made on cargoes or portions of cargoes which are exceptional in character, arising from the nature, stowage, or condition of the goods, from delivery in other than bill of lading quantities, or from any other cause involving extra expense in their unloading.

	Per Ton of 2,240 lbs. Gross Weight.
	£. s. d.
Grain, rice, flour, coffee, dates, oilcake, and oil seeds in packages, sugar in bags (excluding jaggery and mats of sugar), cotton seed, bacon, beef and pork (not canned), in casks or cases, wine and brandy in casks or cases, resin in casks, sulphur and coals - - - - -	- 1 -
Goods contained in casks, bales, serons, cases, chests, bags, baskets, mats, bundles or similar packages, and metals in pieces of 40 lbs. and over (not otherwise provided for) - - - - -	- 1 2
Goods loose or in bulk (not otherwise provided for) - - - - -	- 1 8
Goods in tanks - - - - -	- 2 2
Asphalte - - - - -	- 1 6
Bark, loose - - - - -	- 2 2
Bones and bone ash, loose - - - - -	- 1 6
Canes and sticks (not rattans) - - - - -	- 1 8
Casks, empty : Puncheon, 2 <i>d.</i> ; hogshead, 1½ <i>d.</i> ; smaller casks, 1 <i>d.</i> each.	
Cassia and cinnamon - - - - -	- 2 6
China and lacquered ware - - - - -	- 1 8
China matting - - - - -	- 2 6
Cocoa nuts - - - - -	per 1,000, 2 <i>s.</i>
Coir, in ballots, dholls, or coils under 56 lbs. - - - - -	- 2 2
" in coils, 56 lbs. and over - - - - -	- 1 8
Copra, loose - - - - -	- 2 2
Cork and corks - - - - -	- 2 2
Cotton (not press-packed) - - - - -	- 2 6
Esparto, in bales - - - - -	- 1 8
" loose - - - - -	- 2 2
Feathers - - - - -	- 2 6
Fruit, dried (rates on application).	
Gambier - - - - -	- 1 8
Ground nuts, in bulk - - - - -	- 2 -
Hair (not press-packed) - - - - -	- 1 8
Hemp, flax, and other fibres (not press-packed) - - - - -	- 1 8
Hides and skins, loose, and wet hides in bundles - - - - -	- 2 -
Hoops and staves, manufactured - - - - -	- 2 -
Horns and hoofs, loose, and deer horns in packages - - - - -	- 2 2
Iron rails - - - - -	- 1 6
Jaggery - - - - -	- 1 2
Kerosine shale, in bulk - - - - -	- 1 2
Lard, in casks, including ordinary ship's coopering - - - - -	- 1 8
Locust beans - - - - -	- 1 6
Marble and slate slabs - - - - -	- 2 -
Meat, frozen or fresh - - - - -	- 2 6
Molasses, in casks, including ordinary ship's coopering - - - - -	- 1 8
Oil, in casks, including ordinary ship's coopering - - - - -	- 1 8
Oilcake, loose - - - - -	- 2 -
Palm leaf - - - - -	- 2 2
Phosphate rock, in bulk - - - - -	- 1 -
Piassava - - - - -	- 2 2

	Per Ton of 2,240 lbs. Gross Weight.
	£. s. d.
Rags (not press-packed) - - - - -	- 1 8
Rattans - - - - -	- 2 2
Rum, including ordinary ship's coopering - - - - -	- 1 8
Silk - - - - -	- 2 -
Slates, loose - - - - -	- 2 -
Straw goods - - - - -	- 2 6
Sugar, in mats or baskets - - - - -	- 1 2
" in casks or chests, including ordinary ship's coopering - - - - -	- 1 8
Tallow, in casks, including ordinary ship's coopering - - - - -	- 1 8
Tea - - - - -	- 1 6
Turpentine (as per agreement). - - - - -	
Valonia, loose - - - - -	- 1 3
Wool and skins, Australian, New Zealand, Russian, and South American - - - - -	- 1 6
Wool, Cape, North African, and West Indian - - - - -	- 2 6
Wood :—	
Dyewood and myall wood - - - - -	- 1 8
Mahogany, cedar, or other furniture wood, in logs or planks, not exceeding three tons each - - - - -	- 2 -
Staves, rough - - - - -	- 1 8
Treenails - - - - -	- 2 2
Oars - - - - -	- 1 8
Lancewood spars - - - - -	- 1 8
Railway keys - - - - -	- 1 8
Pine lumber - - - - -	- 1 1
Timber from Africa or East Indies, or similar timber, per load, 2 s. if delivered overside, additional, per load, 1 s. 6 d.	
Deals, as per standard, 2 s. 6 d.	
Other wood cargoes as per agreement.	
Machinery :—	
Marine boilers, cylinders, steam or locomotive engines, carriages, tenders, or other heavy iron or machinery in parts :—	
Pieces under 2 tons - - - - -	- 6 3
2 tons and not exceeding 5 tons - - - - -	- 8 2
Above 5 tons and not exceeding 10 tons - - - - -	- 9 5
" 10 " " 20 " - - - - -	- 12 6
" 20 " " 30 " - - - - -	- 18 9
An additional charge of 10 s. per cent. on the value will be made when the weight to be lifted is 4 tons and upwards.	
Grain in ship's bags :—	
Cutting open, starting, and trimming (in addition to the working-out rate on the grain) - - - - -	- - 10
Grain in bulk :—	
Trimming - - - - - Oats - - - - -	- - 2
Trimming - - - - - Barley - - - - -	- - 1½
Trimming - - - - - Other grain - - - - -	- - 1

	If Housed or delivered into Undecked Craft, per Ton of 13 Cubic Feet.	Additional if delivered into Decked Craft, per Ton of 13 Cubic Feet.
	£. s. d.	£. s. d.
Marble blocks :—		
4 tons and under - - - - -	- 3 -	- 1 6
Above 4 tons and not exceeding 10 tons - - - - -	- 4 -	- 2 6
Above 10 tons - - - - -	- 10 -	- 5 -

Miscellaneous goods, the freight on which is commonly charged by the measurement ton of 40 or 50 cubic feet, such as doors, moulding, joinery, washboards, tubs, and bulky packages generally, will be charged for discharging at 10 d. per ton of 50 cubic feet, but no less rate than 1 s. 2 d. per ton of 20 cwt. will be charged.

A charge will be made for—

Measuring goods for freight.

Coopering and mending, except in cases otherwise provided for.

Breaking-out cutch, gambier, jaggery, or other substances adhering together in stowage, and for the repair of tackle.

Collecting sweepings and separating bones, hoofs, and horns, or other goods in bulk mixed together in ship's hold.

OVERTIME WORK.

An overtime charge is made of 10 s. 6 d. per hour on vessels loading or discharging before or after the ordinary hours of attendance, and throughout Bank holidays, Queen's birthdays, or other public holidays. The use of the company's lamps is charged at the rate of 8 d. each for four hours and under, or 1 s. each per night, or any time exceeding four hours. Gas, or electric light, when used at overtime work, is also charged for. Police attendance at 10 d. per hour is contingent upon the use of lights.

The time allowed for refreshments will be charged for at the same rate.

On Sundays, Good Fridays, or Christmas days (when work is done by special permission only), the above rates will be doubled.

STEAM WINCHES.

Before any steam winch can be used within the dock premises, a fire license will have to be obtained.

A charge of 5 *s.* per week will be levied on each steam winch, and such charge, which will cover rent on barge and fire license, shall be paid at or before the expiration of six calendar months next after such barge shall have entered the docks or basins, or before leaving the docks or basins, whichever shall first happen.

Owners of steam winches will be at liberty to commute the weekly payment of 5 *s.* by a payment of 7 *l.* 10 *s.*, to cover a whole year ending on the 31st December; such commutation to be paid in advance on or before the 15th day of January in each year, or within 15 days of the date of entrance of the barge. In the event of a steam winch entering the dock on or after the 1st July in any year, the weekly payment of 5 *s.* may be commuted for the unexpired portion of that year by a payment of 4 *l.*; such commutation to be paid in advance within 15 days of the date of entrance of the barge.

LABOUR IN THE DOCKS.

No person, not being a servant of the company, is permitted to be employed in any work or labour to be performed within the dock premises, whether on ship, vessel, lighter, jetty, quay, or shore, without the previous permission of the dock superintendent or other qualified officer, with the following exceptions, viz. :—

- (a) Crews discharging the cargoes of their own ships.
- (b) Stevedores and their men employed in loading or rigging vessels.
- (c) Lightermen and carmen, delivering or receiving goods, and lightermen navigating their craft.

Stevedores and their men are, with the previous sanction of the dock superintendent, permitted to discharge iron and certain rough goods on payment by the shipowner (in addition to the usual dock dues) of a royalty of 3 *d.* per ton on the weight discharged.

Labourers can be hired of the company to work under the direction of the commanding officer of the ship, at a charge per man as under :—

Between 8 a.m. and 6 p.m.	-	-	-	-	-	-	-	-	8 <i>d.</i> per hour.
During other hours	-	-	-	-	-	-	-	-	10 <i>d.</i> „

TALLY CLERKS.

The dock company supply tally clerks, when desired, to work under the control and responsibility of the captain or officer of the ship, at a charge of 1 *s.* per hour.

Under authority given by Act of Parliament, the Schedule of Rates is subject to revision from time to time.

By order of the Court,
J. L. du Plat Taylor,
Secretary and General Manager.

Dock House, Billiter-street,
1 November 1888.

APPENDIX D.

PAPER handed in by Colonel *G. F. Munro*, 6 December 1888.

(X.)

(signed) *M. H. Farquharson*,
Lieut.-Col., R.M.L.I., President.

MEMORANDUM.

THE Court of Inquiry, of which Lieut.-Colonel Farquharson is President, will investigate and record the evidence as to the payment by the master tailor of the authorised amounts to the workwomen for making up articles of clothing, &c., for the Royal Navy, and as to whether the Admiralty rate of pay was actually received by such women for each article of clothing, &c., made up; also, as to the method adopted by the master tailor of entering the accounts on the weekly pay-sheets, and of obtaining the signatures of the workwomen for the same.

Royal Marine Barracks, Chatham,
21 April 1888.

(signed) *G. F. Munro*,
Colonel Commandant.

PROCEEDINGS of a Court of Inquiry assembled at the Royal Marine Barracks, Chatham, on the 21st day of April 1888, by order of Colonel G. F. Munro, Commandant, for the purpose of investigating and recording Evidence as to Payments made by the Master Tailor, as set forth in a Memorandum from Colonel Commandant, which is marked (X.), signed by the President, and attached hereunto.

President:—Lieut.-Colonel *M. H. Farquharson*, R.M.L.I.

Members:—Major and Brevet Lieut.-Colonel *J. A. Sweny* and Captain *S. P. Peile*.

The Court having assembled pursuant to order, proceed to examine the master tailor of this Division, R. Fraser, who states:—"I employ the women, who are wives or widows of Royal Marines, or pensioners of this division, in making up articles of clothing for the Royal Navy. Work is issued to them on week-days at 6 p.m., except on Saturdays; each woman receiving a work ticket, with the amount of work issued to her noted thereon. On the work being returned completed, I give the woman a receipt ticket; each of these tickets is taken from a book in which I keep the counterfoils. 1st Witness.

"On Friday the women receive the money for the work done during the previous week; the receipt for the same is signed by them on Form No. R. 358, which has not been filled in, as I am unable to know what women will produce their week's work till they appear.

"I pay them on the work being brought back, and file the receipt ticket, from which I am able to see the amount due to each woman. I fill in the details of Form No. R. 358 the next morning from these receipt tickets, in accordance with the Admiralty scale of pay for each article. The amount against each woman's name is the full amount allowed by regulation for the making of each garment; but it is not actually received by the woman, as the one who signs the receipt is the finisher of the article. The articles made for which sums are paid to the different people are:—1st. Trousers. The allowance for making these is 1 s. 6 d. per pair, which is divided as follows: 10 d. for machining and pressing, and 8 d. for finishing; 2nd. Shirts (old pattern)—amount allowed for making each, 6 d., which is divided as follows: 1½ d. for machining, and 4½ d. for finishing; 3rd. Shirts (new pattern)—amount allowed, 10 d. each, divided as follows: 2½ d. for machining, 3 d. for taping, and 4½ d. for finishing.

"As I pay the finisher, she signs for the full amount allowed for making the article, the amount due for machining and taping being deducted from that amount. The amount deducted is paid to other persons, who do the machining and taping.

"The finishers know that these amounts are deducted, and also that they receive the full amount due for the work which they perform.

"All other articles except the before-mentioned trousers, shirts, old and new pattern, are paid for in full, according to the regulation allowance, to the woman who makes the article.

"This system of payment by division of labour was in existence when I came to this division, 1st April 1885. If this division of labour were not made there would be a large number of women who could not get any work given to them, as by far the greater proportion are quite incapable of doing any part of the work except the finishing. The amount I pay the women is more than I should have to pay if I were allowed to employ civilian labour for the same work; I have always a sufficient number of applicants for work at these rates."

[The Court adjourns till 11 a.m., 23rd instant.

2nd Witness.

The Court having re-assembled pursuant to agreement, proceeded to examine Mrs. King, who states:—"I have worked for the master tailor's department, Royal Marine Barracks, Chatham, for 12 years; I am employed in taping the collars of shirts, for which I receive 3 *d.* per shirt; this is paid to me every Friday evening, and I sign a receipt for the same; I also work at flannel gowns, for which I receive 1 *s.* 3 *d.* each, and at blue serges, for which I also receive 1 *s.* 3 *d.* each. These are the same prices I have always been paid, except that Mr. R. Fraser used to pay us 3½ *d.* per shirt, but we then had to find our own cotton; I consider that 3 *d.* and having the cotton provided is more advantageous to me than the old payment. I wish to correct my former statement by saying that before last year I only received 1 *s.* 2 *d.* for making blue serges; I am also employed by the master tailor in making good the defective work of other women; for this I receive a fixed sum a day."

Mr. Fraser does not wish to ask this Witness any questions.

[The Witness withdraws.

3rd Witness.

Mrs. Pugh states:—"I have been employed by the master tailor at the Royal Marine Barracks at Chatham for 28 years; I do the finisher's work on trousers, for which I receive 8 *d.* per pair; when I receive the work it is machined and pressed; I have to make button-holes, sew on buttons, waistband-linings, crutch-linings, bottoms hemmed, and repress. This amount of 8 *d.* a pair is the sum I have always received for this work; I receive pay for the work done every Friday evening, and no deduction has ever been made from the amount due to me. I know that the allowance for entirely making a pair of trousers is more than I receive, and I presume the difference is paid to the people who do the other part of the work."

Mr. Fraser does not wish to ask this Witness any questions.

[The Witness withdraws

4th Witness.

Mrs. Prime states:—"I have been employed by the master tailor at the Royal Marine Barracks, Chatham, for nearly 20 years; I do the finisher's work on trousers, for which I receive 8 *d.* a pair; the work is prepared for me when I receive it; I only care to have finishing work, not entirely to make the trousers; the sum paid per pair is the amount I have always received; it is paid to me every Friday evening for the total amount of work done during the week, and I have never had any money deducted from the amount due to me. The reason I would not care to have the entire work of the trousers is that it is an advantage to me to have the machining work done by another person."

Mr. Fraser does not wish to ask this Witness any questions.

[The Witness withdraws.

5th Witness.

Mrs. Dunn states:—"I have been employed by the master tailor at the Royal Marine Barracks, Chatham, on naval work, for over 13 years; I do the finisher's work of the trousers, for which I receive 8 *d.* a pair; this is the same sum I have always had for this work; I receive the amount due to me for work done during the previous week on Saturdays. I have always had the full amount due to me without any deduction. At busy times I have made the trousers entirely, and on those occasions I have received the sum of 1 *s.* 6 *d.* per pair; I also make white serge trousers, for which I receive 1 *s.* 2 *d.* a pair, and blue serge trousers, which are paid for at the same rate."

Mr. Fraser does not wish to ask this Witness any questions.

[The Witness withdraws.

6th Witness.

Mrs. Sturgess states:—"I have worked for the master tailor's department at the Royal Marine Barracks, Chatham, for about nine years; I work at serge frocks, for which I now receive 1 *s.* 3 *d.* each, but up to 12 months ago the pay was only 1 *s.* 2 *d.*; flannel gowns, for which I get 1 *s.* 3 *d.* each; flannel drawers, for which I receive 5 *d.* a pair; flannel waistcoats, 4½ *d.* each; I make the whole of the above articles. I also finish blue stripe shirts, for which I get 4½ *d.* each. Finishers' work is to fell down sides, stop pieces in, hem bottoms and front, fell down sleeves, put binders on, and sleeves in, do collars, buttons,

buttons, and button-holes; the whole of the rest of the work is prepared for me before I receive it. The sum of $4\frac{1}{2}$ *d.* is what I have always received for finishing; I have made the shirt entirely for a previous master tailor, and received 7 *d.* a shirt for making entirely. I receive the amount due for the work done during the week on Friday, and have never had any deductions made."

Mr. Fraser does not wish to ask this Witness any questions.

[The Witness withdraws.]

Mrs. *Baker* states :—" I have worked for the master tailor's department in the Royal 7th Witness. Marine Barracks, Chatham, for about 16 years. I do finisher's work on shirts, and receive $4\frac{1}{2}$ *d.* each shirt; this is what I have always had for this work; I receive the money due to me for the work done during the week on Fridays; it has always been paid in full, without any deductions. I have also hemmed dusters and cloths, for which I have been paid 7 *d.* each; and towels, for which I have been paid 5 *d.* each; and for some towels of a different kind, 6 *d.* each."

Mr. Fraser does not wish to ask this Witness any questions.

[The Witness withdraws.]

Mrs. *Easterby* states :—" I have worked in the master tailor's department at the Royal 8th Witness. Marine Barracks, Chatham, for about 18 years. I make blue cloth waistcoats, for which I get paid 1 *s.* 2 *d.* each. I get paid for my week's work on Saturdays in full, without any deductions."

Mr. Fraser does not wish to ask this Witness any questions.

[The Witness withdraws.]

Mrs. *Coulter* states :—" I have worked in the master tailor's department, Royal Marine 9th Witness. Barracks, Chatham, since January 1888; I have done finisher's work on the shirts, and have been paid $4\frac{1}{2}$ *d.* each shirt; I have made pillow-cases, for which I have had 11 *d.* a dozen. I have been paid the full amount due for the work done in the previous week on Fridays, without any deductions."

Mr. Fraser does not wish to ask this Witness any questions.

[The Witness withdraws.]

Mrs. *Grove* states :—" I have worked in the master tailor's department at the Royal 10th Witness. Marine Barracks, Chatham, for about 16 years. I make blue serge frocks and get paid 1 *s.* 3 *d.* each; flannel gowns, for which I get 1 *s.* 3 *d.* each; flannel drawers, for which I am paid 5 *d.* a pair; flannel vests, for which I get 4 *d.* each, and linen pillow-cases, for which I am paid 1 *s.* 6 *d.* a dozen. I am paid on Friday for the work done in the previous week, and have never had any deductions made from the amount due to me."

Mr. Fraser does not wish to ask this Witness any questions.

[The Witness withdraws.]

Mr. *Taylor* states :—" I have worked for the master tailor's department of the Royal 11th Witness. Marine Barracks for about 20 years. I make officers' shirts, for which I receive 9 *d.* each. I get the amount due to me for work done the previous week on Fridays, and have always been paid the full amount without any deductions."

Mr. Fraser does not wish to ask the Witness any questions.

[The Witness withdraws.]

Mrs. *Brooks* states :—" I have worked for the master tailor's department of the Royal 12th Witness. Marine Barracks for about 14 years. I make flannel coats, for which I am paid 1 *s.* 3 *d.*; flannel drawers, for which I am paid 5 *d.* a pair. I receive the full amount due to me on Fridays, without any deductions. There is a board of prices allowed for each article in the work-room."

Mrs. Fraser does not wish to ask this Witness any questions.

[The Witness withdraws.]

John *Goodfellow* states :—" I have been employed in the master tailor's department of 13th Witness. the Royal Marine Barracks, Chatham, for about nine years. I make blue cloth coats, and am paid 2 *s.* 3 *d.* each, I also make great coats, large and small; for the large I receive 4 *s.* 6 *d.* each; and the same for the small; also blue cloth jackets, for which I am paid 2 *s.* 9 *d.* each; I get the amount due for the work made in the previous week on the Saturdays, without any deductions being made. I used to be paid 3 *s.* 6 *d.* each for making blue cloth jackets until the price was altered by Regulations dated 13th September 1886, issued by Deputy Adjutant General on 1st February 1887, Circular No. 447. I do not consider the sum of 2 *s.* 9 *d.* is sufficient pay for making these jackets, as it takes me two days of 10 hours each to make one of them."

Mr. Fraser does not wish to ask this Witness any questions.

[The Witness withdraws.]

14th Witness.

John L'Amie states :—" I have been employed in the master tailor's department, Royal Marine Barracks, Chatham, for about 20 years as foreman. The allowance for making trousers is 1 s. 6 d., of which the finisher receives 8 d.; the allowance for shirts, old pattern, is 6 d., of which the finisher receives 4½ d.; shirts, new pattern, 10 d. is allowed, of which the finisher receives 4½ d., and the taping 3 d. These sums have always been charged to the several workers on these articles. I am in the habit of paying the work-people in the absence of the master tailor. All other articles are paid for to one person, the one who makes it completely. I have never heard any complaints as to deductions having been made from the amount due to the workers."

The master tailor does not wish to ask this Witness any questions.

[The Witness withdraws.]

The Court adjourns till 11 a.m., the 24th instant.

The Court having re-assembled pursuant to agreement, call on Mr. Fraser, the master tailor, to produce Form No. R. 358; the regulation list of allowance for making clothing for the Royal Navy, and a sheet from his receipt and work ticket-book. These having been produced are marked respectively Y., Z., and A., and attached to the proceedings.

Signed at the Royal Marine Barracks at Chatham, this 24th day of April 1888.

(signed) *M. H. Farquharson*,
Lieut.-Col., R.M.L.I., President.
J. A. Sweny, Major and Bt. }
Lieut.-Col. } Members.
S. Peile, Capt., R.M.L.I. }

Royal Marine Barracks, Chatham,
27 April 1888.

The Court re-assemble pursuant to orders, to receive further evidence.

1st Witness re-called.

Mr. *Fraser*, master tailor, Royal Marines, recalled, and states, with reference to the evidence of Mrs. Pugh, who only received the sum of 8 d. for finishing trousers :—" The balance of 10 d. is retained by me, and is part of the wages I pay to other persons for machining the trousers. No separate receipt for this sum is taken, but the finisher, as I have already stated, signs for the whole amount allowed, viz., 1 s. 6 d. per pair. This arrangement of taking signatures for payment commenced last year. The sum of 2½ d. per shirt is also retained by me, and paid for machining, the receipt for the whole sum being signed by the finisher. I have no authority for dividing the sums allowed for making certain articles of naval clothing (viz., cloth trousers and shirts), but the system of doing so was in force when I took over the duties, and I see no other way of doing it, as the machining must be done under my immediate supervision, for if it were to be given out to the ordinary woman-worker it would be not up to the standard pattern, and would be rejected.

2nd Witness re-called.

Mrs. *King*, being re-called, states, that by "blue serges" in her evidence, she meant blue serge frocks.

6th Witness re-called.

Mrs. *Sturgess*, being re-called, states, that by "serge frocks" in her evidence, she meant blue serge frocks.

Signed at the Royal Marine Barracks at Chatham, this 27th day of April 1888.

(signed) *M. H. Farquharson*,
Lieut.-Col., R.M.L.I., President.
J. A. Sweny, Major and Bt. }
Lieut.-Col., R.M.L.I. } Members.
S. Peile, Capt., R.M.L.I. }

Approved.

(signed) *G. F. Munro*,
Colonel Commandant.

Chatham, 27 April 1888.

True copy.

Ernest C. L. Congdon,
Captain and Adjutant, R.M.L.I.

3 December 1888.

OPINION.

FROM the foregoing evidence I am of opinion that although the master tailor has been guilty of an irregularity in allowing the work-women to sign the weekly pay-sheets before the amounts they had received had been entered, and in the case of the trousers and shirts filling in the whole amounts due for making them up, as having been received by the women whose signatures were vouchers for the same, whereas he had deducted a portion of the amount for the machinery, &c., done in his workshop, yet for all the other articles of clothing, &c., given out by him to the work-women to make up, they appear to have been paid the full amounts fixed by Admiralty scale, without any deductions.

Opinion.

Chatham, 24th April 1888.

(signed) *G. F. Munro*,
Colonel Commandant, R.M.L.I.

(A.)

No. 5297 188

No. 5297 188

No. 5297 188

Mrs.

TAILOR'S SHOP.

TAILOR'S SHOP.

R.M. BARRACKS,
CHATHAM.

R.M. BARRACKS,
CHATHAM.

No.

RECEIPT TICKET.

WORK TICKET.

Received from Mrs. _____

Issue to Mrs. _____ No.

*This Ticket to be presented for
Payment on Friday Night.*

*This Work to be returned within
Seven Days.*
*This Ticket to be returned with
the Work.*

(Z.)

ROYAL MARINE DIVISION, CHATHAM.

LIST of Articles of Clothing, &c., to be Made-up, and Prices that will be paid to the Workwomen for making them under the Regulations approved by the Lords Commissioners of the Admiralty, on the 13th September 1886, and issued by the Deputy Adjutant General on the 1st February 1887 (Circ. No. 447).

Class of Work.	ARTICLES.	Price for Making-up per Dozen.	Class of Work.	ARTICLES.	Price for Making-up per Dozen.
	MEDICAL SERVICE :	<i>s. d.</i>		Medical Service—continued.	<i>s. d.</i>
3rd	Aprons, linen - - - -	1 6	1st	Blue serge waistcoats, size No. 1 -	15 -
	" calico - - - -	1 6		" " " " " 2 -	15 -
	Bed-case, covers - - - -	1 3		" " " " " 1 -	14 -
	" cases, S.A. - - - -	1 -		" " " " " 2 -	14 -
	" " H.S. - - - -	1 -		" " " " " 1 -	24 -
	Bolster-case, covers - - - -	1 -		" " " " " 2 -	24 -
	" cases, H.S. - - - -	- 10		White serge trousers, size No. 1 -	14 -
	" " S.S.A. - - - -	- 10		" " " " " 2 -	11 -
	Mattress-cases - - - -	5 -		Blue cloth coats, size No. 1 -	27 -
	" " covers - - - -	1 3		" " " " " 2 -	27 -
	Neckties, dark blue - - - -	- 6		" " " " " 1 -	14 -
	Nightcaps - - - -	- 6		" " " " " 2 -	14 -
	Pinafores - - - -	4 -		" " " " " 1 -	18 -
	Pillow-case, covers, S.A. - - - -	- 11		" " " " " 2 -	18 -
	" " " " S.S.A. - - - -	- 11		" " " " " great coats, large -	54 -
	" cases, S.A. - - - -	- 11		" " " " " small -	54 -
	" " H.S., linen - - - -	- 11		" " " " " jackets, large -	33 -
	" " Officers' - - - -	1 11		" " " " " medium -	33 -
	" " H.S., ticken - - - -	1 -		" " " " " small -	33 -
	" " S.S.A. - - - -	- 11			
2nd	Sheets, S.S.A. - - - -	- 11		VICTUALLING SERVICE :	
	" H.S. - - - -	- 11	3rd	Bags, mail, duck, No. 2 - - -	2 6
	" S.A. - - - -	- 11		" " " " " 3 - - -	3 6
	" Officers' - - - -	- 11		" " " " " 4 - - -	6 -
3rd	Shirts, size No 1 - - - -	6 -		" " " " " 5 - - -	6 6
	" " 2 - - - -	6 -		Cloths, glass - - - -	- 7
	" Officers' - - - -	9 -		" " pudding - - - -	- 7
	Table-cloths, long - - - -	1 -		Dusters, blue check - - - -	- 7
	" " " Officers' - - - -	1 -		" " twilled - - - -	- 7
3rd	" " " short - - - -	1 -		Napkins, carving - - - -	- 7
	" " " Officers' - - - -	1 -		" " fish - - - -	- 6
	Towels, coarse - - - -	- 6		Table-cloths, 72 ins. - - - -	1 11
2nd	" long - - - -	- 5		" " 90 ins. - - - -	2 5
	" short - - - -	- 6		Towels, huckaback, 34 ins. long -	- 5
	Flannel drawers, long - - - -	7 -		" " 45 " " - - - -	- 5
	" " short, size No. 1 - - - -	5 -		" " Russian crash - - - -	- 5
	" " " " 2 - - - -	5 -	2nd	" " seamen's - - - -	- 5
2nd	" gowns, size No. 1 - - - -	15 -		Shirts, men's, old pattern - - -	6 -
	" " " 2 - - - -	15 -		" " new " - - - -	10 -
	" waistcoats, size No. 1 - - - -	4 -		" " boys' - - - -	10 -
	" " " 2 - - - -	4 -			

(True copy.)

Central Department, Admiralty,
25 February 1887.
C.P. 1390.

Ernest C. L. Congdon,
Capt. and Adjutant, R.M.L.I.,
3 December 1888.

APPENDIX E.

PAPER handed in by Colonel *G. F. Munro*.

REGULATIONS for carrying out the Work of making up Articles of Clothing, Bedding, &c., for the ROYAL NAVY, by the WIVES of MARINES at the several ROYAL MARINE DIVISIONS.

MASTER TAILOR.

General responsibility.

1. THE master tailor is to be responsible for all materials received from the Dock or Victualling Yard, for all articles made up, for all payments and for all accounts and returns required in connection with the Navy work.

Materials received.

2. On receipt of an order for making up articles, he will draw the materials authorised by the scale from the Dock or Victualling Yard, and give a receipt for the quantities received.

Ledger.

3. He is to keep a ledger, in which he is to debit himself with the quantities of materials he receives, retaining the invoice sent from the Yard as a voucher. He is to send invoices in duplicate (Form D 55—V. 24) to the Yard with the articles made up, and enter the numbers sent on the credit side, the receipted invoice he obtains from the Yard being the voucher.

Classification of work.

4. The work is divided into three classes; the first for the best work, the second for medium work, and the third for the roughest or plainest work.

Applicants for work.

5. All applicants for work will in the first instance be placed in the third class, and be advanced to a higher class according to their ability and the requirements of the work. A report of all changes to a lower class made in the classification of workwomen, and the reasons for them, to be rendered monthly to the Colonel Commandant for his approval. Applicants who may have been previously employed, and whose capabilities are known, will be at once placed in their former class.

Register of workwomen.

6. He is to keep a register (Form R. 360), in which the name and address of each worker are to be entered, and the class of work she is employed on. No name is to be entered in, or removed from, the register without the approval of the Colonel Commandant, except in cases of the husbands of workwomen being discharged, or D. D.

Allotment of work.

7. The work is to be fairly apportioned, in turn, among the workers, according to the quantity and number of articles of each class required. With the sanction of the Colonel Commandant, preference may be given to the wives of men at sea or in hospital, or to such as have large families. Workers must complete work they have in hand before a fresh supply is issued to them. No work is to be given to women whose names are not on the register.

Removals from register.

8. If it is considered necessary to remove a woman's name on account of incompetency, neglect, or misconduct, the case is to be reported for the decision of the Colonel Commandant.

Issue of materials.

9. He is to be responsible for the correct cutting out of the garments, &c., the issue of the materials to the workers, and the examination of the articles when made up, and is to forward them to the Dock or Victualling Yard. Any sewing materials required not included in the scale he is to provide at his own cost.

Materials spoilt, &c.

10. Materials to replace articles spoilt in cutting out or making up are to be drawn from the Yard and paid for by the master tailor at rate-book prices, but without the addition of per-centage. Cases of loss or damage of material through carelessness, by a worker, are to be reported to the Colonel Commandant, for his decision as to the cost of the material being charged against her earnings. Spoilt garments to remain the property of the persons who pays for the new materials.

Payment of the workwomen.

11. He is to keep a work-book (R. 358), showing the names of the workwomen, with, in each case, the date of issue of material, the number of articles made up, and the date the work is returned; the rate allowed to the workwomen for making up according to the scale, and the total sum due. If, on examination, the work is approved, payment is to be made at once, the recipient signing the work-book as a receipt for the money. The work-book to be available for inspection at any time, and is to be submitted to the Colonel Commandant on the first day of each month, or oftener, if desired by the Commandant.

12. He

12. He is to prepare at the end of each quarter a return (Form R. 359) showing the number of articles made up during the quarter, and the total amount paid to the workers, in each class. The return, when audited, to be given to the Colonel Commandant for transmission to the Admiralty (Director of Navy Contracts). Quarterly return of work, &c.

13. He is to pay all incidental expenses in connection with the work, including the transport of materials and made-up articles, and for any clerical assistance he may require. He may employ as his assistant for keeping accounts, &c., a non-commissioned officer, gunner, or private of the Division, under the approval of the Colonel Commandant. The non-commissioned officer, gunner, or private so employed may be excused from other duties only so far as is consistent with the general rules of the corps that provide for men similarly employed being exercised from time to time at drill. Incidental expenses.

14. He is to return into store any remnants or cuttings that may remain over after the completion of an order. Remnants.

15. The ledger and all books and accounts in connection with the work are to be at all times open to the inspection of the Auditor, and facilities are to be afforded to the officers detailed for taking stock of materials, in accordance with the directions contained in the Marine Instructions. Audit.

16. A copy of the established scale of payments to workwomen is to be hung up in the workroom for information. Scale of payments.

17. On obtaining a receipt from the Yard for made-up articles delivered, he is to make out his claim for payment (Form D. 118—V. 148), and forward it to the Accountant General of the Navy. After examination in office of the claim, an order for payment of the amount due will be sent to him. Claim for payment.

18. He is to give bond with two sureties in the sum of 300 l. for the due carrying out of the work, and for the safe custody of the materials entrusted to his care. Bond.

WORKWOMEN.

1. The wives of corporals, bombardiers, musicians, drummers, gunners, and privates of the Division are eligible for employment in needlework, in making up articles of bedding, clothing, &c., for the Navy, under the master tailor. The wives of pensioned corporals, bombardiers, musicians, drummers, gunners, and privates, or widows of Royal Marines, in distressed or needy circumstances, may, under the special approval of the Colonel Commandant, be occasionally employed, but the wives of the men now serving are not to be thereby excluded from work. Persons employed.

2. Any woman, except in the special cases referred to in paragraph 1, wishing to be employed, must make application to the Colonel Commandant through the Captain of the company to which her husband belongs. Mode of application for work.

3. When finally approved by the Colonel Commandant, the applicant's name will be entered on the register, whence it cannot be removed without that officer's sanction. Entry of registry of workers.

4. Each woman will be allowed a fair proportion of work in turn, according to the quantity and numbers of each class that are wanted. In allotting the work preference may be given, with the approval of the Colonel Commandant, to the wives of men at sea or in hospital, or to those who have large families. Allotment of work.

5. Each worker is to complete the work given to her within the time named, unless in case of illness, which is to be at once reported to the master tailor; and no fresh work will be issued until that in hand is finished. Completion of work, &c.

6. The master tailor will keep in the workroom a pattern of each article made, and workers will be allowed to inspect them when necessary. Patterns to be seen.

7. To facilitate investigation in case of complaint each worker must sew on a label, bearing her name or number, to each article made. Articles to be marked.

8. Each worker is responsible for the materials entrusted to her care, and the loss or spoiling of them through carelessness, or bad workmanship, will render her liable to make good the lost or damaged articles; to be struck off the register; or reduced to a lower class. Care of materials.

Time for attending.
&c.

9. Each worker must observe the rules established at the Division for attending at the workroom, and also the regulations in force for passing in and out of the gates of the barracks.

Payment.

10. Payment will be made by the master tailor for the work done, at the rates authorised by the scale, as soon as the work is approved. A copy of the scale to be paid to the workwomen for making the articles is hung up in the workroom for their information.

To attend directions
of master tailor.

11. The workwomen are to be careful to carry out the instructions of the master tailor with regard to making the various articles. Incompetency, neglect, or misconduct on the part of a worker will be reported to the Colonel Commandant, who will decide whether she is to be reduced to a lower class for work, or deprived altogether of employment.

J. W. C. Williams,
Deputy Adjutant General, Royal Marines.

Admiralty, 1 August 1888.

R. 357.

APPLICATION FOR NEEDLEWORK.

Specimens of Forms.

The undermentioned woman wishes to be employed, and is recommended for entry on the register of workers.

Captain of Company.
188 .

Name and Address of Applicant.	Husband.					Report of Master Tailor.
	Co.	Rank.	Name.	Where serving.	No. of Children.	
						I have tested the applicant, and consider she may be allowed work. Master Tailor.

Approved for entry on the Register.

Colonel Commandant.
188 .

R. 358.

Date.		Articles.		Total Amount due.	Signature in acknowledgment of Receipt.
Work issued.	Work returned.	Description and Number.	Rate per Dozen to Workers for making up.		

APPENDIX F.

PAPER handed in by Colonel *G. F. Munro.*

EXTRACT from REGULATIONS for carrying out the Work of making up Articles of Clothing, Bedding, &c., for the NAVY, by the WIVES of MARINES at the several ROYAL MARINE DIVISIONS.

WORKWOMEN.

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| Persons employed. | 1. THE wives of corporals, bombardiers, musicians, drummers, gunners, and privates of the Division are eligible for employment in needlework, in making up articles of bedding, clothing, &c., for the Navy, under the master tailor. The wives of pensioned corporals, bombardiers, musicians, drummers, gunners, and privates, or widows of Royal Marines, in distressed or needy circumstances, may, under the special approval of the Colonel Commandant, be occasionally employed, but the wives of the men now serving are not to be thereby excluded from work. |
| Mode of application for work. | 2. Any women, except in the special cases referred to in paragraph 1, wishing to be employed, must make application to the Colonel Commandant through the Captain of the company to which her husband belongs. |
| Entry on registry of workers. | 3. When finally approved by the Colonel Commandant, the applicant's name will be entered on the register, whence it cannot be removed without that officer's sanction. |
| Allotment of work. | 4. Each woman will be allowed a fair proportion of work in turn according to the quantity and numbers of each class that are wanted. In allotting the work preference may be given, with the approval of the Colonel Commandant, to the wives of men at sea or in hospital, or to those who have large families. |
| Completion of work, &c. | 5. Each worker is to complete the work given to her within the time named unless in case of illness, which is to be at once reported to the master tailor, and no fresh work will be issued until that in hand is finished. |
| Patterns to be seen. | 6. The master tailor will keep in the workroom a pattern of each article made, and workers will be allowed to inspect them when necessary. |
| Articles to be marked. | 7. To facilitate investigation in case of complaint, each worker must sew on a label, bearing her name or number, to each article made. |
| Care of materials. | 8. Each worker is responsible for the materials entrusted to her care, and the loss or spoiling of them through carelessness, or bad workmanship, will render her liable to make good the lost or damaged articles; to be struck off the register; or reduced to a lower class. |
| Time for attending, &c. | 9. Each worker must observe the rules established at the Division for attending at the workroom, and also the regulations in force for passing in and out of the gates of the barracks. |
| Payment. | 10. Payment will be made by the master tailor for the work done, at the rates authorised by the scale, as soon as the work is approved. A copy of the scale to be paid to be workwomen for making the articles is hung up in the workroom for their information. |
| To attend directions of master tailor. | 11. The workwomen are to be careful to carry out the instructions of the master tailor with regard to making the various articles. Incompetency, neglect, or misconduct on the part of a worker will be reported to the Colonel Commandant, who will decide whether she is to be reduced to a lower class for work, or deprived altogether of employment. |

Admiralty, 1 August 1888.

J. W. C. Williams,
Deputy Adjutant General, Royal Marines.

APPENDIX G.

PAPER handed in by Mr. *John Burnett*, 18 December 1888.

REPORT to the BOARD OF TRADE on the SWEATING SYSTEM at the EAST-END of LONDON, by the LABOUR CORRESPONDENT of the BOARD.

The Assistant Secretary, Commercial Department, Board of Trade.

Sir,

IN conformity with your directions I have made inquiries into what is known as the "Sweating system" at the East-end of London, especially in the tailoring trade, and I have now to submit the following report.

The system may be defined as one under which sub-contractors undertake to do work in their own houses or small workshops, and employ others to do it, making a profit for themselves by the difference between the contract prices and the wages they pay their assistants. The scale of business of such sub-contractors varies greatly, many who are called sweaters employing one or two assistants only, while workshops in which 10, 20, or and even 30 to 40, are employed are also numerous. There are some where the numbers are more than 50. The larger workshops tend to approximate to the factory system, and there is one case I should say where the approximation is very close, so that it is doubtful whether the employer can be called a "sweater" at all, the numbers employed amounting to nearly 100, and the conditions of employment being generally superior to those afterwards described. In any case, the mass of those employed under the sweating system labour in workshops where much fewer than 20 are engaged, or in the houses, which may be single rooms, of the "small sweaters."

This mode of working, known generally as the "Sweating system," is, in the tailoring trade no new thing. In some form or other it has existed for over half a century, and frequent traces of its existence may be found in the books, newspapers, and other social records of 50 years ago. The clothing trade is one particularly suited for being carried on under such a system, and has readily adapted itself to its extension. It is not difficult to understand that this parcelling out of the tailor's work must have had its origin in the journeyman worker taking home from his employer work to be done there by himself and, possibly, other members of his family. That, it is well known, was, and is, part of the mode of carrying on the trade. Such a mode of letting or sending out the work offered obvious advantages to both parties. The master tailor was spared the expense of finding workshop accommodation with all its concomitant charges. He was relieved of the cares of constant supervision of his workpeople, who, being paid at a given rate per garment, were their own taskmasters. Good work was insured by the pride of the tailor in his craft, and by the knowledge that bad or slovenly work would lose him his connection with the master tailor. On the other hand, the journeyman at work in his own house felt more independent, as having full control over himself, the general conditions of his toil and his hours of labour, limited only by the time fixed for the delivery of his work. He had also the advantage of being able to take work from several employers, or even from special customers on his own account. Under that system there was but little subdivision of labour. A tailor was a regularly trained and skilled worker, able to make garments of all kinds from the beginning to the end. The only sub-division of labour would be that which sprung naturally from the employment of apprentices, who would be chiefly employed on the least important parts of the work. Increasing population, cheapened materials of dress, the introduction of machinery, and the growth of a ready-made clothing trade, however, soon altered all this. Garments were to be made for stock and for export, as well as to order, and the clothing trade has become a something very different to what it used to be. Except for the best kinds of clothing, the old-fashioned tailor is being crushed out, and although for the highly-skilled man the rates of remuneration may be as high or higher than before, the great bulk of the cheap clothing trade is in the hands of a class who are not tailors at all in the old sense of the term. The demand for cheap clothes, irrespective of quality, has continually tended to bring down the rates of remuneration of the least skilled among the workers, and has caused the introduction of the most minute systems of subdivided labour. The cheaper branches of the trade have been completely cut up into sections. Instead of there being now only the customer, the master tailor, and his journeymen and apprentices, we have now the customer, the master tailor, the contractor, and possibly several other middlemen between the consumer and the producer, each making his profit out of the worker at the bottom of the scale. Instead of the complete tailor, we have now men who only make coats, or waistcoats, or trousers. Nor does sub-division stop here. We have cutters, basters, machinists, pressers, fellers, button-hole workers, and general workers, all brought to bear upon the construction of a coat. The learning of any one of these branches is, naturally, so much easier than the acquisition of the whole trade that immense numbers of people of both sexes and of all ages have

rushed into the cheap tailoring trade as the readiest means of finding employment. The result of this easy entry into the trade has been an enormously overcrowded labour market, and a consequently fierce competition among the workers themselves, with all the attendant evils of such a state of things. Under any circumstances, this condition of affairs would have been fraught with misery for most of those engaged in such work, but matters have been rendered infinitely worse to the native workers during the last few years by an enormous influx of pauper foreigners from other European nations. These aliens have been chiefly German and Russian Jews, and there can be no doubt that the result has been to flood the labour market of the East-end of London with cheap labour to such an extent as to reduce thousands of native workers to the verge of destitution. But for this special cause there would be no demand for inquiry on the subject. The evil, however, is becoming so intense as to raise a cry for its special treatment. The previous conditions of life of the unhappy foreigners who are thus driven, or come here of their own accord, are such that they can live on much less than our English workers. They arrive here in a state of utter destitution, and are compelled by the very necessity of their position to accept the work most easily obtained at the lowest rate of wages. In this way has grown up in our midst a system so bad in itself, and so surrounded by adherent evils as to have caused, not only among the workers themselves, great suffering and misery, but in the minds of others grave apprehensions of public danger.

Of the evils of the sweating system it is not easy to trace the recent growth. This can more easily be done by the statement of general facts than by the production of definite figures. It is now six years since the last census was taken. The figures then collected have ceased to be of any special value in the consideration of this subject, serving only as a starting point for more or less speculative calculations as to the extent to which the immigration of foreigners and the growth of the sweating system in various trades have developed in the interval.

It is even difficult to obtain a definite starting point from the figures of the census of 1881. Totals are of course given, but as they include all persons, whether employers, clothes sellers, or workpeople, engaged in the tailoring trade, the number of workers only must be largely a matter of estimate. In 1881 there would appear from the census returns to have been nearly 15,000 people engaged in the tailoring trade of the East-end of London, which includes Tower Hamlets, Bethnal Green, and Shoreditch. Of this total over 9,000 were females. Now if the circumstances of the East-end of London had been at all similar to those of other metropolitan or provincial districts, it would have been possible to form some idea of the present numbers from the general rate of increase of population between 1871 and 1881; or better still from the general rate of increase in the number of tailors during the same period. The conditions surrounding the industries of East London during the last five years, however, have been so peculiar, especially in the tailoring and a few other trades, that such a mode of calculation becomes impossible. Indeed, without an actual census absolute accuracy is impossible. Estimated in this way the present number of tailors in the East-end of London should not be more than about 16,000 of all kinds. There is, however, another way of attempting to approximate the present number of those engaged in tailoring in the East-end. It is in this branch of trade that foreign and native Jews are chiefly employed. Indeed, the figures given in the Report of the Jewish Board of Guardians for 1886 show that amongst those applying for relief 44 per cent. were tailors. In a paper read by Mr. Charles Booth before the Royal Statistical Society a short time ago, figures as to the Jewish population of Tower Hamlets and Bethnal Green were given, based upon the most careful inquiry into the condition of the people in those localities. The total Jewish population of the East-end was estimated by him at 45,000. As to his mode of arriving at these figures he says: "It is not difficult to recognise the Jews; the School Board visitors know them well. They congregate together; whole blocks of buildings and whole streets are recognised as theirs; in other streets they may count as half the population, and then again there are those that are scattered. To form my estimate of the numbers I have classified the streets, and taking the inhabitants as all Jews where Jews prevail and half Jews for the mixed streets, and omitting altogether those who are to be found scattered among the Christians, I have obtained a proportion of families which indicate a population of over 40,000." The additional 5,000 are for the other portions of the East-end. Another estimate based on the assumption that the Jewish death-rate per 1,000 for the East-end is the same as that of the remainder of the population, places the total at 34,000. As, however, the Jewish population is being so constantly augmented by immigrants from abroad the average of ages amongst them must be altogether different from those of a fixed and long resident people. Taking, therefore, Mr. Booth's figures as most likely to be correct we should deduce from the fact of a total population of 45,000 that the numbers at work would at most be a little over 40 per cent., or say 20,000, and, assuming that 44 per cent. of these were tailors, according to the above proportion, the total number of Jewish or foreign tailors in the East-end would appear to be about 9,000. The number of foreign tailors, however, appears to be reckoned as 60 per cent. or even 80 per cent. of the whole (see Local Government Board Report on the Condition of the Working Classes), and taking the smaller proportion the total tailoring population at the East-end would come out as about 15,000. This number, however, is probably rather under the mark. An informal census taken by officers of the Amalgamated Society of Tailors about five years ago gave the total of London tailors as 20,000, 15,000 of whom were employed under the sweating

sweating system. Since then the number has considerably increased, and may be fairly estimated at from 18,000 to 20,000. An official of the Jewish branch of the same society now estimates the number employed in and by sweating shops in the tailoring trade at from 30,000 to 40,000, but this is obviously based upon a much exaggerated notion of the prevalence of the system.

There can be little doubt that, from the causes already referred to, there has been an altogether abnormal increase in the immigration of foreign Jews since the period of the last census. It would, therefore, appear from the estimate of Mr. Booth, based upon a careful investigation made by the School Board visitors of the district, and the figures of the Jewish Board of Guardians that from 18,000 to 20,000 are employed under the sweating system as it prevails in the tailoring trade of East London.

There are of course in addition many English workers employed in the same trade and in the same shops, but their number is gradually being reduced owing to the severity of a competition, in which those who can subsist on least are sure to be victorious. Indeed it is asserted that while in 1880 there were only one-sixth of the population of Whitechapel foreigners and Jews, the proportion is now one-fourth, although there is but little increase in the total of inhabitants. This statement is borne out by local statistics, and tends to show that native residents employed in the local industries, of which the clothing trade is the chief, are being gradually squeezed out by the foreign and Jewish element. Having thus attempted to arrive at some general idea of the number of people involved in it, it will be well to state the facts as to the general condition of the system, and of those therein employed.

Under the sweating system the mode of giving out work is no longer that described in the opening portion of this report. In the cheap clothing trade the number of garments to be given out to make is so immense that the old system becomes practically unworkable. Either the manufacturing clothier must establish a huge factory or give out his goods to an indefinite number of journeymen if he means to run on the lines of the old system. Instead of that he gives out his work to middlemen who undertake to do it at given rates per garment. These middlemen or contractors may sublet to other contractors. Indeed work let out in this way may pass through several hands in its course from the clothier or the head contractor, to the actual makers of the clothes. The intermediate agents who neither work themselves nor employ workmen are not called sweaters. It is only the men who take the work either direct from the chief clothier or contractor, or from intermediate agents, and who employ men, women, or children to execute it for them that are sweaters. They in fact undertake work at a price per garment, and trust to make a profit by the labour, of, or by "sweating," those who work for them. The object of the sweater being, therefore, clearly his own gain, the inevitable tendency of such a system is to grind the workers down to the lowest possible level. Perhaps the practical working of the system can be best illustrated by taking the case of a small sweater newly commencing business on his own account, he in all probability having been previously employed in a sweater's shop.

In the first place he must have a workroom. This he finds by using the room or one of the rooms in which he and his family reside. He then obtains a sewing machine for which he pays 2*s.* 6*d.* per week under the hire purchase system. He is then ready to take work either from a chief contractor or from an intermediate agent as he may be able. The question of security arises, but an assurance of the man's responsibility from some one already known to the contractor is generally sufficient if there is work to be given out. The sweater is now in a position to commence in earnest and organise his establishment. The work is already cut out for him by the head clothier or contractor. If he is able to "baste" the parts of the garment together he probably does so himself. If not he must employ a "baster." As a rule the "basters" are men, but are sometimes skilled females. Next he requires a machinist. Again in the vast majority of cases men are employed as the work is heavy, but women are also largely engaged in this capacity. A presser is also required. This is the heaviest kind of work in the trade and men are invariably employed to do it. The sweater will also require the services of two or three female workers, one to work button-holes, one to do felling, and one as a learner to make herself generally useful and to carry work between the warehouse and the workshop. It is sometimes claimed for the sweaters that they are to a large extent necessary under the circumstances and with such a community as exist in the East-end of London, because they organise the labour of those unable to obtain work for themselves, and are fairly entitled to all the profit they may thus make. It will be seen, however, that the work of organisation is a very small affair, requiring indeed little either of ability or of capital. It would in fact be better if no such organisation existed, and if workers were left to be employed under a factory system by the head contractors themselves as is now done on a very large scale in some parts of the country. The ease with which men can become sweaters greatly intensifies the evils of the trade. It is the desire of every man who works under the system to become as soon as possible a sweater of other people and to get into the business on his own account. The number of sweating dens therefore increase with startling rapidity. There are, in fact, some streets in Whitechapel and St. George's-in-the-East in which almost every house contains one or more sweating establishments. The result is that the sweaters are now beginning to compete against each other for the work to be done, and prices are falling in consequence. Knowing this the contractors and sub-contractors play the sweaters off against each other with a view to the reduction of prices, a process in which they are too generally successful. The supply

of cheap labour has of late years been enormous, and when there was the slightest difficulty in obtaining it at the prices offered there was no difficulty in obtaining more people from abroad.

Only the small sweater has so far been described, but his small establishment, well as it is contrived to secure all the advantages of a complete sub-division of labour, falls far behind, in this respect, of the larger sweaters who employ six or eight times as many people as he does. In a large sweating establishment where a number of people of every branch already enumerated are employed it is difficult to find two of the same branch who are paid at the same rate. With the exception of button-hole working nearly everything is paid for by the day, and every worker is paid by the sweater according to his worth as measured by the quantity of work he can turn out. So nicely can the productive ability of his workers be gauged by the sweater that a certain wage per day means invariably a certain amount of work per day. This explains the almost entire absence of the piecework system which is unnecessary as a means of stimulating production, inasmuch as the workers are under a system of task-work much more rigid in its operation than piecework. Few sweaters ever employ two persons of the same branch of trade at the same rate of wages, and as a rule the range of ability varies with the wage paid. In this way sub-division of labour is carried to its utmost limit. The highest paid and most skilful hands do only the work requiring the best execution, while less important particulars run down a graduated scale to the least skilful workers. Thus not only is the garment sub-divided as already described, but each section is again sub-divided so as to ensure, as nearly as human skill can arrange it, that there shall be a maximum of work for a minimum of wages. Another complication of the system is that for every class of clothing the rates per garment vary as do the wages of those employed upon them. As a rule, the best class of work goes regularly to certain shops, and the lowest kinds to other shops and localities. There is thus to be found an infinite variety of rates of wages and a vast difference even in the social status of the sweaters. The small sweater of one set of hands, in all probability, works himself as hard or harder than any of his employes. He may even be his own presser. If so, he must keep abreast of the other parts of the work, and can then spare but little time to see that his workpeople sweat as much as he does himself. In the smaller places the sweater is always among his people, and the relationship between them is, as a rule, friendly and familiar. The princes of the sweating system, however, who employ 40 or 50 people are under no such necessity to work with their own hands, but take things easy. They, as a rule, have good regular work, fair prices, cheap labour, and large profits.

The character of the workshops, or places used as workshops, varies considerably. The smaller sweaters, as has been already remarked, use part of their dwelling accommodation, and in the vast majority of cases work is carried on under conditions in the highest degree filthy and unsanitary. In small rooms not more than 9 or 10 feet square, heated by a coke fire for the pressers' irons, and at night lighted by flaring gas jets, six, eight, ten, and even a dozen workers may be crowded. The conditions of the Public Health Acts, and of the Factory and Workshop Regulation Acts, are utterly disregarded, and existing systems of inspection are entirely inadequate to enforce their provisions even if no divided authority tended to weaken the hands of the inspectors. At a moderate computation there must be at least 2,000 sweaters in the East-end of London, and of these not one-third can be known to the factory inspectors, hidden, as their shops are, in the garrets and back rooms of the worst kinds of East-end tenements. A tour of inspection of a few of these places and of the people therein employed gives some idea of the misery and extent of the system, and there can be little doubt that a rigid enforcement of the Acts above referred to, with a cordial co-operation between the local sanitary authorities and the inspectors of factories, would do much to make life more tolerable to the workers, and tend to improve also the general condition of the trade. After the small-house workshops come those built over the back yards of the houses, which, if not clean or comfortable, are more spacious and better ventilated, but even some of these are but miserable places where men and women are huddled together without regard to either health or decency.

Where work is carried on under such a system and such conditions little is to be expected from the people employed, who may be said to exist, but cannot by any possibility enjoy life. In these sweating dens nineteen-twentieths of the toilers must be Jews, large numbers of whom are as yet unable to speak the language of the country they work in. They are unfortunates who have either been driven here by political or religious difficulties, or have been attracted by the presence of friends, or the hope of finding some kind of employment. Many of them arrive in London, knowing no trade, in a state of pauperism, and depending upon the well-known benevolence of their wealthier co-religionists for the means of subsistence, and for assistance in obtaining employment. The readiness with which this has hitherto been obtained has undoubtedly tended to increase the flood of immigration, and to develop the sweating system. Not only have the immediate wants of newly-arrived foreign Jews been attended to by the Jewish Board of Guardians, but many have been put to learn some branch of the tailoring or other easily-acquired trade, or have even been assisted to obtain machines to start in business for themselves. One of the commonest features of the sweating system of late years has been the payment of premiums to sweating masters by young and grown-up foreigners, in order that they might be taught some single branch of the miserable trade in which they hoped to find a subsistence. As illustrative of this may be

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quoted some evidence given at an inquest held at the Mile-end Workhouse a short time ago on the body of Mary Spiller, child of a Russian Jew. From the report of the case, it appeared that the man came to London with his wife and six children. He was almost destitute, knew no trade, nor could he speak a word of English. He said he was going to learn the trade of a tailor. The coroner advised Spiller to apply to the Poor Law Authorities. Now this man's only way into the tailoring trade would have been by the payment of a premium, and in addition to that the rendering of a certain number of weeks' work without pay. Even then he would only have learnt, and that very badly, one of the easiest and worst paid branches. During this period of novitiate he and his family would be largely dependent upon the Jewish Board of Guardians or upon the local Poor Law Authorities. This eagerness to get into the trade prevails to such an extent that the premium or free service system prevails not only among sweating masters, but it is even practised by their subordinates who take work home to do, and who take to themselves apprentices exactly as their employer does. Among the button-hole workers this practice is very common. Button-hole working to skilful women is one of the best branches of the trade, and there is therefore a natural desire on the part of beginners to try and master this branch. Many sweaters give out their button-holes at so much per coat, or per button-hole. The workers who do this at their own homes may take work from several sweaters and will employ other women under them at lesser rates, or as apprentices who have paid a small premium or who give free service in return for learning the art of working a button-hole. The outside "button-holers" thus become sweaters on their own account, and are thereby doing their best to so increase the competition in their special branch as to speedily reduce the prices now being paid for their work. A very large proportion of the foreign Jews who come to London are females, and in the different branches of this trade they find the most readily available means of earning a livelihood. Wide and expansive as the trade has proved itself it is yet insufficient for all who come. The overflow has been finding its way into other house industries, and other labour markets are becoming equally crowded. Even these means of refuge to female pauper immigrants have been insufficient, and Dr. Hermann Alder sorrowfully admits that the social evil now prevails in the Jewish community which had always been free from it before, until the continued influx of foreign Jewesses unable to find work caused many to be driven on to the streets. In the sweating shops the women are in the proportion to men of about two to one, but the tendency is for this proportion to become greater. Very few children are employed, child labour being too slow and requiring too much supervision to be found profitable by the sweaters.

In a trade carried on under such conditions, and composed of such materials, it is only to be expected that as to wages and hours of labour the position of these workers must be miserable in the extreme. Now, both as to the duration of their toil and their remuneration, it is found that there is no approach to uniformity whatever. Different sweaters have different rules as to both, and if averages were possible in such a trade, they would simply mislead. As already pointed out, one great element of variety and difference is found in the varying quality of the work to be done, and in the resulting dissimilarity of prices. Even for identically the same articles the prices to different sweaters are not the same, and increasing competition is accentuating these differences and more. Even in its best state the tailoring trade is complicated as to its prices, and the tailors' "logs," or price-lists, prevailing in most towns, are fearfully and wonderfully made, the price for a coat or other garment being so much affected by its number of pockets and button-holes, or its cut and mode of stitching. In the sweating trade, perhaps, these complications are thought lightly of, and may often be swept away by the contractor, who simply says to the sweater, "Here are so many coats, at so much per coat; if you won't do them at the price someone else will." Despite the rough simplicity of this process, in the case of the best kinds of work there is an endless amount of complication in the arrangement of prices. There is, therefore, from this cause, and from the extent to which sub-division of labour is pushed an enormous range in the rates paid to the workers and even in their hours of toil. First, as to hours of labour. Females and "young persons" are supposed to be protected by the Factory Acts, which limit the duration of their toil to 12 hours per day with an allowance from that of one hour for dinner and half an hour for tea. Saturday is, of course, a shorter day, but it is important to observe that as Saturday is the Jewish Sabbath, persons of that persuasion are allowed to work on Sundays up to four o'clock. It is quite certain, however, that the Factory and Workshop Acts are continually, if not, indeed, systematically, being violated in this particular. The usual hours of the women are supposed to be from 8 to 8 with the meal intervals allowed. As a rule, the hour for dinner is always taken, but the tea half-hour is in very many cases not allowed at all. If a female worker were to insist upon a regular half-hour for tea she would be sent about her business. Tea or coffee is prepared for the workers if they require it, or they may prepare it themselves with the appliances which the workroom furnishes, but they must bite and sup as best they can between the stitches of their work.

It is in regulating the hours of the women that factory inspection should be of most service; but how can two or three inspectors keep in check the multitude of sweating dens of East London? Basements, garrets, backyards, wash-houses, and all sorts of unlooked for and unsuspected places are the abodes of the sweater. Workrooms and dwelling apartments are so arranged that when women are kept after hours, and the inspector is expected, or pays a sudden visit, the women are shut up in a bedroom where

the inspector has no right to go. The visits of the inspectors are generally made after the hours for ceasing work in the evening, but the artful sweater has arranged to lengthen the day by two hours at the other end, and in a few shops the women start at 6 in the morning instead of 8, and have a day of 14 hours before them. Thus even assuming that the inspectors knew every sweating house in East London, which is impossible, they would have little chance against the artfulness of those always on the look out to outwit them. Among the sweaters the inspector is regarded as the common enemy, and as soon as he is seen in any locality where sweaters abound, the signal of his presence is flashed on from house to house with almost electric speed, so that one or at most two unexpected visits are all he can make in any one locality.

As to the men they are for the most part a patient submissive race, working often as much as 16 hours per day with the usual hour for dinner and the imaginary half hour for tea deducted. In some cases the hours are shorter than these, but in others the men work 18 hours minus meal times. The average of the trade is not less than 14 hours actual work per day, and this even in shops where good work is done. Overtime is not in any sense recognized, and no matter how many hours may be worked it all counts in the day's work. These are the hours during the busy season of the trade. But this season last only for three months of the twelve, and during the other nine months the workers do not average more than half-time. Not only is the slack season the worst for the workers in the important matter of earnings, but, strange as it may appear, many of them are also then most cruelly victimised as to the hours they are called upon to work. The sweater so arranges matters that all the work to be done must be got out on the three last days of the week. Thus he will send for his hands, or so many of them as he may require, to start on Thursday morning, and tells them he has received a certain quantity of work which must be out by the Friday night or the Saturday morning. Work will then commence at 7 o'clock on the morning of Thursday, and go on right through the night and up to 4 o'clock on the Friday afternoon. If there is a special pressure of work, real or imaginary, it will be carried on to 6 or 7 o'clock in the evening. For this spell of from 33 to 36 hours the men will receive two days' pay. If they are called upon to work fractions of a day, eight hours is a half-day and four hours a quarter-day. The fact that there are two Sabbaths in the week, the English and the Jewish, is found very convenient by some of the sweaters, who avail themselves of this circumstance by observing neither, if it suits their convenience to work on both. In such cases as this with mixed male and female labour, all of which must be employed on parts of the same garments, and which must proceed almost step by step together, it stands to reason that women are employed during the night as well as the men. This is the sort of thing which the present system is powerless to deal with effectively, and its victims are beginning to cry out for legislation which shall place the men on the same level as the women and children. Even with all their cunning and astuteness the sweaters are often caught by the inspectors, and just at present are mostly very careful in observing the Acts, so far as they apply to women. Thus in two years, 1885-6, it is found from the reports of the Chief Inspector of Factories and Workshops, that in the extensive district of Inspector Lakeman, which includes East London, of 72 cases of violation of the Factory and Workshops Acts tried before the magistrates, 16 were those of East-end tailors, a very large proportion indeed of the total, when the importance and extent of this inspector's district is taken into account. Of these 16 cases, four were for employing women or young persons after hours at night; two for employing them too early in the morning; one for keeping them too late on Saturday; eight for working them after 4 o'clock on Sunday, and one for a technical breach of the Act. The penalties varied from 2*l.* to 10*l.* and costs. During the present year several convictions have been obtained, thanks to the vigilance of the inspectors. Indeed on one occasion nine summonses were heard at Worship-street Police Court in one day. They were all for working women after hours on Sunday, and as the newspaper report of the proceedings throws some light upon the practices of the trade, it may be usefully quoted in full.

"Nine summonses under the Factory Act were heard by Mr. Bushby at Worship-street Police Court on Tuesday, 3rd May. The summonses had been taken out at the instance of Mr. J. B. Lakeman, Inspector of Factories, who appeared to prosecute. The defendants, all Jews, were charged with having employed young women after the hour of four o'clock on Sunday, 3rd April. The first cases taken were those against Gershon Harris, 43, Great Eagle-street, Spitalfields, who appeared to a summons charging him with having employed Annie Marks, Sarah Harris, and Rachel Rosenthal beyond the hour stated. The defendant pleaded guilty, and said that as he had a special order to execute, he had, whatever the consequences might be, to employ the girls beyond the time to finish the work. He handed to the magistrate a letter which he said would prove this. Mr. Bushby wished to hear something of the case. Mr. Lakeman explained that by the provisions of the Factory Act the Jews were allowed to work until four o'clock on the Christian Sabbath. The defendant was a Jewish tailor. Mr. Lakeman said the case was a bad one. It really seemed a superhuman task to keep such people in order, and unfortunately defendant was only one of many hundreds of Jewish tailors who were constantly breaking the law. Their excuse in almost every instance was that they had a special order which must be executed. Of course, that was no valid defence, and the only course left open to make these men obey the law was to bring them before the court every time they were found to have exceeded the limit of time allowed by the Act of Parliament. The condition of the rooms in which these young women worked was really

really shocking, and often, when special orders were received, the rooms were overcrowded. The defendant had been frequently warned, and only on the previous night he (Mr. Lakeman) visited the premises with a view to regulate the overcrowding, and he found the workrooms in a fearful state. The stench and foul vapours about the place were very bad, and a more unhealthy condition of things it would be impossible to imagine. The defendant had in the present instance exceeded the time by 25 minutes, and he (Mr. Lakeman) should ask for a substantial penalty in each case. The full penalty would be 3*l.* for each person employed.

“ Mr. Bushby read the following letter to him :—

“ ‘ 126, Houndsditch, E., London,

“ ‘ 3 May 1887.

“ ‘ This is to certify that Gershon Harris had a line of coats given to him, No. 18,832 on Friday, 1st April, for a very particular shipping order, to be completed Monday, 4th April, at half-past 8. If this ship were missed there would be no other opportunity of completing this order.

“ ‘ We understand that in the endeavour to comply with our instructions he was obliged to work 15 minutes over the factory time, not being able to complete them within the regulation hours of the Act.

“ ‘ We regret to have been the cause of his having to appear in the case, and we trust that with this explanation you will be able to take a lenient view of this case.

“ ‘ We are, Sir, yours most respectfully,

“ ‘ J. R. BOUSFIELD & Co.,

“ ‘ Successors.’

“ Mr. Bushby remarked that the persons who wrote the letter ought to be ashamed of themselves for giving the defendant work which they knew he could not do. It was for such men as the defendant such a lucrative thing to break the law that really the penalty of 3*l.* in each case was quite inadequate. He, however, could do no more than impose the full penalty in each case—9*l.* in all, with 12*s.* costs.

“ Samuel Abrahams, of 30, Brick-lane, Spitalfields, also appeared to three summonses, charging him with employing Berti Henan, Dora Schwartz, and Betsey Guazle, beyond the regulation hour on the same date.

“ Mr. Morris, solicitor, defended, but on behalf of his client pleaded guilty, in consequence of ignorance of the law.

“ Mr. Lakeman said in this case the three girls were found at work at three minutes past five. It was the first time that the defendant's workshop had been visited, and that being so, he was quite willing for the defendant's cases to be dealt with as a first offence; but he submitted that it was no argument for the defendant to say that he was ignorant of the law.

“ Mr. Morris said the defendant was a dressmaker, and on the day in question he had left his workshop to visit his wife, who was ill in another house, and the inspector called during his absence. He (Mr. Morris) did not mean to say that had the defendant been at home the work would not have been going on, because in all probability it would, as the defendant said that he was totally ignorant of the law. Defendant was a Russian, and had only been in England 15 months.

“ Mr. Bushby said that was quite time enough to become acquainted with the law. However, he would treat the case as a first offence, and only fine him 1*l.* in each case, and 12*s.* costs.

“ Adolph Kesner, a tailor, of 75, Commercial-street, Spitalfields, answered to three summonses, for employing Nelly Felsman, Hannah Rozenshalt, and Adelaide Morris, under similar circumstances, on the same day.

“ Defendant pleaded guilty, but said that he had only been in England 13 weeks, and had only been in business three weeks. If there was such a law he intended to ‘stick up to it.’ He had come from New York.

“ Mr. Bushby: Are there no factory laws in New York?

“ Mr. Lakeman: Yes. They are in many cases more stringent than ours.

“ Defendant said there was no such laws.

“ Mr. Bushby said he would give him the benefit of the doubt, and only fine him 1*l.*, and 4*s.* costs in each case.”

That the foregoing general description of the sweating system is well within bounds, and is not at all exaggerated, will, perhaps be best illustrated by a brief account of the way in which the facts set forth were obtained. Here, as a matter of convenience, the writer of the report will speak in the first person.

Knowing that the officials of the Amalgamated Society of Tailors were deeply interested in the question, I put myself in communication with the executive of that organisation, and was referred to the local officials of the society at the East-end. This is a district in which the society has never been able to make much headway, despite many efforts to increase their numbers there. They established a German branch and a Jewish branch, with a view to be able to influence the foreign tailors of the locality. But in 1886 the German branch numbered but 68 members, and the Jewish branch 20. Indeed, although the Tailors Society in 1886 had 2,015 members in the London district, only 140 of that total were to be found east of the line of Bishopsgate-street.

Organisation, therefore, has been a failure among the foreign workers even attempted by their own people under the auspices of a powerful native society to which they could have become affiliated. A more recent endeavour to organise the East-end tailors by the establishment of a "London Tailors and Machinists Society" has only attained a small measure of success. The officers of the Amalgamated Society were willing to give me any information in their power as to the condition of the sweating system. The officers of the Jewish branch were especially anxious that full information should be given me. Ultimately an official of the Jewish branch was instructed to assist me in making inquiries and to give me information. He obtained in addition the assistance of a member of his branch who was employed as a machinist. They were both respectable intelligent Jews. The only thing likely to cause them to state the case with undue strength against the sweaters was their hatred of the system under which they and so many of their co-religionists have to earn their bread. The elder man is a general tailor and works in a sweating shop at 6 s. per day of 14 hours actual work. The younger man is a machinist employed on good work at 7 s. per day of 14 hours. I visited the East-end early in August. It was in the dull season when not more than half time was being worked, and when many shops were not full handed during the days when there was work to do. Thursday was named as the day when there was a likelihood of finding work going on. A few of the streets off the West end of the Commercial-road were first tried, as it is within a radius of about one mile from the junction of this thoroughfare and Mile End-road that the sweating tailors are concentrated. Indeed, within a few minutes of the top of Leman-street there are a few back streets, in almost every house of which is heard the whirr and rattle of the sweaters' machines. During the fine weather then prevailing, the workshops were not overcrowded, and numbers of the female hands were doing their work outside in the open air of the street, or in the back yard of the sweater's house.

Our first visit was to Morris Singer, 5, Colchester-street, whose workshop we found at the top of a low dark staircase. Singer was not very busy and had not his full complement of hands. His workroom of about 12 feet square, with low slanting ceiling, was not, therefore, overcrowded, though he admitted that some of his girls were stitching out in the street. Several of the workers were his own brothers and sisters, and all looked cheerful enough. He was then employing one female machinist at 3 s. 8 d. per day; one male machinist, his brother, whose value he estimated at 6 s. 8 d. per day. There was a presser at piece work who earns 6 s. per day, and during the dull season averages 17 s. to 18 s. per week; a button-holer who, Singer said, earned 4 s. per day, out of which she had to find her own twist and gimp. He himself did the basting or anything that was required, and he estimated his value at 7 s. 6 d. per day. There was also a feller at 3 s. per day. This was the master's own statement, and in his presence none of his workpeople are likely to make any other statement.

The two men who were with me, however, both experts, were strongly of opinion that he had overstated the rates of wages in every case. At the class of work being done they contended that it was impossible for the button-holer to earn the amount stated, as the rate would be 2 d. for five holes, and a good worker would not be able to do more than 60 holes per day, or in a most exceptional case 72 per day.

We next called upon Isaac Wolf, 3, Brunswick-street. A strong looking old man of 56 who has been 15 years in England. He was busy with an order of the sleeved waistcoats worn by railway porters. The workroom was not more than 10 feet square and miserably dirty. There were employed only himself, his daughter, and two male machinists. The machinists were rated at 3 s. each per day, the girl about 4 s. per week, and he had 2 s. 6 d. to pay weekly for each of his machines. The waistcoats were finished and pressed at the warehouse, but he did everything else, for which he was paid 8 d. per waistcoat. He could turn out 12 waistcoats per day. These are Mr. Wolf's own figures. If they are correct, as he asserts them to be, then his own earnings must be very small indeed. I had no reason to disbelieve him. In a pitiful tone he exclaimed in his broken English, "What else can I do? I'm a poor broken down old man, nobody else will employ me." The two tailors who were with me were of opinion that he had overstated the wages of his two machinists.

Brunswick-street contains many sweaters, and before I left Mr. Wolf's the word had passed down the street that an inspector was there, and everyone was on the look-out. This is one of the difficulties of the inspectors, as it gives to the sweaters an opportunity of clearing out the surplus workers from an overcrowded workroom. At No. 4, Brunswick-street I found Nathan Rees, employed with a presser and one male machinist in the production of tunics for postmen. He received 2 s. per coat, which he considered a good price. He had the coats direct from the contractor. His presser was paid 4 s. 6 d. per day, and his machinist 5 s. The button-holes were given out at 2½ d. per half-dozen. The "felling" was also given out at 1¼ d. per coat. He could turn out 12 coats per day. From these figures may be gathered some idea of the gains of a small sweater. For 12 coats he receives 24 s. He pays presser 4 s. 6 d.; machinist 5 s.; button-holer 2 s. 6 d., from which she must find gimp and thread; and, feller 1 s. 3 d., a total of 13 s. 3 d., leaving to the sweater 10 s. 9 d. for his own labour and for finding thread, soap, coke, and machine. In the case of a small sweater the profit on labour does not seem very great, but applying the same rates to a larger master, say one employing four or five machines, the profit on the labour employed must be very large. This kind of work Mr. Rees finds more regular than private work, and he employs his men from 7 in the morning to 10 in the

the evening. His machinist is therefore paid at less than $4\frac{1}{2}d.$ per hour, and his presser at $4d.$ His button-holer and feller having their work at their own homes may work as late as they please, but it is quite evident that they must keep up to the standard of 12 coats per day. Possibly the button-holer and feller may again sublet their work, or have it done by helpers at still less rates than they receive themselves. Christian-street is another place in which sweaters abound, and I found at No. 61, Davies Cohen, who, just then, was employing no one but himself. He seemed an exceptionally skilful tailor, and does ladies' work. He had just finished a short lady's jacket, for which he would receive $14s.$ Similar jackets, though with much less work in them, he was doing for a fashionable South Kensington firm at $8s.$ and $9s.$ each. With the assistance of a man he could do eight of such jackets in a week by working 18 hours per day. His button-holes were given out at $\frac{3}{4}d.$ per hole, and the worker had nothing to find. This man was therefore only occasionally a sweater of other men. At No. 103 in the same street is the house of a sweating trouser maker, named Freese, who, judging from appearances, was in a good way of business. He employs six women and one man. The man is a presser at $30s.$ per week. The machinist is a female at $15s.$ per week, and the hours are from 9 to 9. The other women are general hands employed by the piece. Mr. Freese was very unwilling to give any information, and said he did not know what his women could earn, as he kept no account of what he paid them. He, however, asserted that some of them could make $18s.$ per week. This was, however, exceptional. His price to the women is from $1s.$ to $1s. 2d.$ per pair, and it is good work. The women have everything to do except machine work and pressing. One of my companions said he did not see how the women could earn $3s.$ per day at those prices, as two pairs of trousers were a good day's work. Freese stated that some of his workers could do more than three pairs in a day.

At No. 7, Samuel-street, I visited Harris Harris, who is engaged on slop work. He has three male machinists at $5s.$ per day, and one apprentice at $6s.$ per week. There were two girls at $3s.$ and $2s. 8d.$ Two button-holers at $2d.$ for five holes, finding their own gimp and twist, and said to be able to do 60 holes each per day of 12 hours. This would only give $2s.$ each per day, less about 5 per cent. for materials found by them. The room in which these people were employed is large and well-ventilated, but, owing to a large coke fire for heating the pressers' irons, and on which several dinners were cooking, was very hot, a state of things prevailing in every place I visited. In most of these workrooms the ventilation is bad, and the steam from the pressing operation makes the air foul and moist. During the winter busy season the state of some of these places must be absolutely dangerous to all employed in them. Cannon-street-road and the streets thereon abutting form another centre of the sweating system, and are given up almost entirely to the production of cheap goods. At 20, William-street, I found Mr. Cohen engaged in the manufacture of cheap coats in a workshop built over the back-yard of his house. Just then he was not very busy and his hands were out at dinner. Sometimes he employs as many as 24, about one-third of whom would be females. His machinists were all men, and he paid them from $6s. 8d.$ down to $3s.$ per day, according to their ability. He had then three pressers, one at $7s.$ per day, one at $3s.$, and one at $2s.$ He had two skilful women as basters, to whom he paid $4s.$ per day each. The hours for men were from seven to nine, and for women eight to eight, with an hour for dinner; tea is taken while they are at work. His button-hole work he gives out at the rate of eight holes for $3d.$ The range of ability in button-holers is from 20 to 60 holes per day. Therefore at this rate these workers would earn from $7\frac{1}{2}d.$ to $1s. 10\frac{1}{2}d.$ per day. At 138, Cannon-street-road, in a very small upper room, I found Morris Michaels with 12 other people employed on slop work. Four of these were machinists at $6s.$, $5s.$, $4s.$, and $3s.$ per day respectively. His presser was paid $6s.$ per day, and there was a junior at $3s.$ His women were paid $2s. 6d.$ per day, and his button-holers $\frac{1}{2}d.$ per hole, at which rate he contended a really good worker would earn $4s.$ a day, and her materials would not cost more than $2s.$ to $2s. 6d.$ per week. With his staff he could turn out 60 coats per week, but, it is said, that his female workers dodge the Factory Act by starting at six o'clock in the morning, instead of at eight, as they are supposed to do. Crossing to the New-road, I find J. Levy, who is employed in a small workshop in his backyard with 12 other people in the manufacture of pilot cloth overcoats. He has four machinists, two at $7s.$ per day, one at $4s.$, and one at $3s.$ There is one presser at $7s. 6d.$ and one at $5s.$ There are two button-holers at $\frac{1}{2}d.$ per hole who can do, he says, 18 coats with six holes each per day. He has one feller at $3s.$, one at $2s.$, and a girl at $4s.$ per week. He says he is busy and has $2s. 9d.$ per coat, but has to find all his own trimmings. The coats look well, have velvet collars, and are stitched with silk. Mr. Levy's business must be a very profitable one. The men work 14 hours per day and the girls 12, less meal times. Brick-lane is another great sweating quarter, and at No. 12 I find Ben. Mark's, who principally does ladies' work. Just now he is doing very little, but, when he has plenty of work in, he pays to good men $4s.$, $3s. 6d.$, and $3s.$ Some of his female workers are paid as much as the men, but to ordinary female hands he pays $2s. 6d.$ per day. He, however, likes men better as workers than women, as they are not under the Factory Act, and he can work them 15 hours per day. At No. 30, Samuel Abrahams does dressmaking work, and employs four women at $2s. 6d.$ per day. To good male workers he pays $5s.$ per day of 15 hours, but has one at $2s. 6d.$ Princess-street, Spitalfields, is rather an imposing looking street, the houses being large and respectable looking. It certainly does not look like a sweating quarter, but some of the biggest shops in the trade are to be found there. At

No. 11 is Fromberg's, who employs on good-class work from 20 to 30 people. Some of his machinists are men, some women, and he pays them from 8 s. down to 5 s. per day. His pressers earn from 7 s. 6 d. down to 4 s., and his basters 5 s. 6 d. per day of 14 hours. He says his button-holders at $\frac{1}{2}$ d. per hole can earn from as high as 6 s. down to 3 s. 4 d. per day. To do this it will be seen that at the higher rate 144 button-holes would have to be worked, which is impossible in a day of 12 hours. His fellers receive 4 s., 3 s. 6 d., and 3 s. Across the way, at No 19, is the sweating shop of Mark Moses, one of the big men of the trade, who employs from 40 to 50 people in a large well-fitted workshop, built at the back of his house. Here the rates of pay vary from 8 s. per day for chief pressers and machinists, down to 3 s. for inferior hands. The button-holders, as a rule, make 3 s. 6 d. per day, but a very good day is 4 s. In this case the master was from home, and the unwillingness of Mrs. Moses to give information made it extremely difficult to obtain any details, but a statement by Mr. Moses will be found further on.

In a general report it is unnecessary to prolong the list with records of further visits, all more or less repetitions of those that have gone before, and can throw no further light on the subject. Enough has been said to show the general condition of the workers in their workshops, the hours they work, and the wages they earn, as stated by the master sweaters, and also to show the profits of the sweaters.

The two tailors who accompanied me, however, declared that in most cases the hours were under-stated and the wages over-stated. There is doubtless a tendency to exaggerate on both sides. The real fact seems to be that the best workers being paid the highest wages are generally quoted by the employers, who say nothing of the vast army of under-paid workers who carry on the minor details of the work. Even in the best of cases the wages are low as compared hour per hour with those paid to English tailors in the West-end of London, who may during the good season earn from 50 s. to 60 s. per week, and work two to four hours per day less than these unfortunate Jews trained to but one branch of a trade, and mostly imperfect masters of that. On this point it only remains to be said that in the case of the machinists and pressers the work is of the most arduous kind. In many instances the time of the presser does not begin to count until his fire has been lighted and his irons heated ready for work. His irons are from 7 lbs. to 18 lbs. in weight. He is close to a hot fire and in a constant atmosphere of steam, and must do his regular daily task of so many coats. In slop shops this means that he must press 50 coats per day. Men in the trade say that the strongest pressers and machinists are worked out and useless in from eight to ten years. Two guineas per week sounds large in the case of these men, but that is only during the busy season, and when allowance is made for the fact that three months of the year only are full time and nine months half time, it reduces the average of the most skilled male workers to 1 l. 5 s. 10 d. per week, without making any deductions for loss of time by sickness, holiday, or any other cause. What the condition of those at the bottom of the trade may be it is difficult to imagine.

Even with the button holders, who among the women seem to take the highest place, the range of ability and speed is so wide that it is impossible to strike any average which would not be misleading. It is admitted on all sides that an exceptionally skilful worker may earn as much as 30 s. per week, out of which she will have to find her own materials, and which will probably cost about 2 s. 6 d. Such a woman might do in a day 12 coats of six holes each. For very good coats she would get a penny per hole, but this is a rare price in the East-end. For commoner kinds of coats the rates run down to $\frac{3}{4}$ d. per hole, $\frac{1}{2}$ d. per hole, eight holes for 3 d., and the commonest kinds at three holes for a penny. Waistcoat button-holes are about four a penny, and a very good worker would do 16 in an hour. As these button-holders are now becoming sweaters on their own account, the less fortunate ones of this class will earn less than the rates already quoted. On the other hand, inferior workers must experience the greatest difficulty in making a living even in the busy season, while those of them who take work to their own homes must work night and day. The same variety prevails among the fellers and female machinists. Exceptionally good women, able to do as much as men, might earn up to 5 s., but the ordinary rate to average workers is not more than 2 s. 6 d. per day. Basters are an important class in the economy of the sweating system, and good men on the best work would get 7 s. per day, but on slop work not more than from 3 s. to 4 s., although here a specially good man able to do his 70 or 80 coats a day might get 6 s. The general hands and learners occupy most indefinite positions, and are paid at from 2 s. to 6 s. per week. Learners must pick up their trade as best they can, for, at first, much of their time is occupied in carrying work between the shops and the warehouses.

As to the sweaters themselves, their earnings and profits differ widely according to the kind of work they do, and the number of people they employ. Practical men, versed in the methods of the sweating shop, can, from the number of a sweater's machines and the kind of work he does, form a fair estimate of his gains. This seems a branch of economic study which might be followed up by East-end income-tax collectors with advantageous results to the revenue. The range of prices for different classes of coats is very wide; during my inquiries I found it from 15 s. down to 9 d. It may, however, be even wider than this. Out of a coat at 9 d. little profit can be expected; and it is only by low wages and resolute slave-driving that the sweater can make his money. A fair class of coat to take for a practical tailor's estimate of a sweater's profits, however, is that for which 1 s. 2 d. is paid, and this is a kind of coat very extensively made, going with suits sold at from 21 s. to 25 s. On one of these coats the outlay of the sweater is estimated at:—

machining,	5 d.
button-holes,	1 $\frac{1}{2}$ d.
pressing,	1 $\frac{1}{2}$ d.
felling and basting,	1 $\frac{1}{2}$ d.
trimmings,	1 d.

1 *d.*: total, 10½ *d.*; leaving a margin to the sweater of 3½ *d.* for rent, machines, fring. &c. In the case of a sweater of, say, three machines, the estimate of the practical tailor works out in another form, thus: one machinist at per day 6*s.*, one at 3*s.*, and one at 2*s.*; one baster at 4*s.*, one presser at 6*s.*, one plain hand for felling, &c., 1*s.* 6*d.*; button-holes, 5*s.*; trimmings, rent, &c., 4*s.* This labour should at least turn out 40 coats per day, so that the sweater's profit is estimated at 15*s.* 2*d.* per day. He has, however, this further advantage, that up to 1*s.* 6*d.* per coat his labour costs him no more. On post office coats, at 2*s.*, such a sweater would clear from 20*s.* to 25*s.* This may be taken as a fair statement of the position of the middle-class sweater, who is subject, like his workers, to the drawback of dull and busy seasons, which between them only give an average of 192 working days to the year, inclusive of holiday and other unavoidable causes of stoppage. On the other hand, the larger sweaters have not only better but more regular work, with higher prices, and do not themselves work at the trade, but simply discharge the duties of managing and directing the labour of others. The lower-class sweaters who do the commonest work have the lowest prices, pay the least wages and exact the maximum of toil from their workers, make little more than a bare subsistence, and earn little, if any, more than the best of their own workpeople. So far these facts apply almost entirely to the class of sweaters who have workshops, and employ most of their labour on the premises. These are chiefly coat makers. Trousers, waistcoats, and children's clothing form almost a distinct branch of the trade, and are largely in the hands of another class of sweaters who, while possibly doing some of the work themselves, give most of it out to be done by people in their own homes. This is a division of the trade about which the facts are most difficult to obtain. These workers are under no supervision whatever, but work under what conditions and for as many or as few hours as they please. They are mainly of the most needy class, and, with stern necessity for their taskmaster, there can be little doubt that, for very short remuneration, they work very long hours.

In order to specially illustrate the position of persons employed in this way, and also to give a glimpse from another point of view at the position of the workers under the sweating system generally, it is here proposed to quote somewhat freely from a private report of an investigation made in 1884, on account of the managers of that admirable institution in Whitechapel known as Toynbee Hall. This inquiry was instituted with a view to ascertain if it was desirable and necessary to move for the establishment in the East-end of a Government clothing manufactory similar to the one at Pimlico. It was soon found, however, that the quantity of Government work done in the district was so small in proportion to the private work that no case could be made out. The inquiry was then directed to the object of ascertaining what steps, if any, could be taken to improve the condition of the trade. The mode of collecting information adopted was by house-to-house visitation of a number of persons who had been applicants for assistance from the Charity Organisation Society, the Jewish Board of Guardians, or other relief societies. When this inquiry took place the question of foreign immigration had not reached an acute stage, and light is only thrown upon it incidentally. During the three years that have elapsed since it was made there has been little change except in prices, which seem to have fallen to some extent, as might have been expected with so great an increase in the extent and character of the competition.

Case No. 2 makes reference to a tailor on hand-work for customers who gets from 10*s.* to 14*s.* per coat. This may be taken as about the maximum figure for the East-end.

Case No. 3 illustrates another kind of work. A coat maker gets from 3*s.* 6*d.* to 6*s.* 6*d.* per coat, and finds thread and cotton, with fire for pressing, which he estimates at about 6*d.* per coat. Himself and wife working 12 hours a day can make six coats a week. The lower-price coats take almost as much work as the better ones. The report goes on:—"This work fairly regular. He is working for Comptons on Government work. In the autumn he had been working for a City house on better class of work, to which he wished to get back. He certainly appears out of place where he is. No English tailor ought to try and compete with these (sweating) workshops, and the man knew that he was heavily handicapped. He knew that the machinists, &c., in the Jews' workshops were getting good wages who could not 'sew on a button,' or 'thread a needle,' but the foreigner, Jews, and girls are specially organised for the work, and they do it with machine-like efficiency."

Case No. 4 is a female coat maker, who in good times can earn 10*s.* or 11*s.* a week.

Case 5 is also a female coat maker who works from 8 a.m. to 9 p.m., with an hour and a-half for meals, in a shop near Ludgate Circus. She can in good times make 3*s.* 4*d.* a day.

Case 9 is a coat baster for a firm in St. Paul's Churchyard. She makes 10*s.* to 12*s.* a week, and works eight and a-half hours per day. She would earn 2*s.* 9*d.* per day when she worked for the Jews, but the hours were 14 or 15.

Case 10 was a female trouser maker, who was never paid more than 2*s.* a day.

Case 13 is a female waistcoat maker, who until recently got only 5*d.* to 6*d.* per waistcoat, but was then receiving 9*d.* to 10*d.* from a shop recommended by the Charity Organisation Society. Found twist, thread, gimp, and machine-cotton, which would cost about ½ *d.* per waistcoat. She could not earn, at the above lowest prices, 5*s.* a week,

even by working from 7 a.m. to 12 or 1 a.m., and sometimes sat up till four in the morning to finish work.

Case 15 was a trouser machinist. She had to find cotton and thread. The last week had been a very good one, and she had earned 14 s. 11 d.

Case 17 was an English coat baster and finisher, and could earn 2 s. 8 d. per day of 12 hours, with one and a-half hours for meals. Used to work from 7 to 10 until the Factory Act was rigidly enforced. She was employed by a Jewish sweater, and work was irregular. The shop was closed on Saturdays, and as she could not work on Sundays had only five days a week.

Case 23, a Jewish tailor, could earn 2 s. 6 d. to 4 s. per day when in work. He had a family of eight children, some of whom were almost naked, and his wife was ill in bed. The man seemed dazed by his troubles.

No. 27 is the case of a sweater in distress on account of want of work. He is a coat maker, and the prices paid him are, for stock mourning coats, 3 s. 9 d. to 4 s.; stock frock coats, 6 s. to 8 s. 6 d. He used to get 12 s. to 14 s. for the latter. He was employed for a City firm, and had seven or eight workers, all men. Pays in wages 13 l. a week, his people getting from 24 s. to 40 s. He does moderately good work; complains of the long hours, and wishes the men would strike.

Case 33, a Jewish coat maker, taking out work for himself at 1 s. to 2 s. 6 d. a coat. He could generally get work at a price, but complained of the severity of the competition. As an instance, he stated that he took out 52 small coats at 1 s. 4 d., but, when finished, was told a mistake had been made, and the coats were only to be 10 d. He refused to take them for 10 d., but another man immediately signed to do them at that price.

Case 36, a Jewish presser, who could earn 7 s. per day of 16 hours when in work. He had that morning worked from 7.45 to 1 o'clock, and was paid for a quarter-day. This man half killed himself with work, but on his return home, late one night, he entirely collapsed. He had been under treatment at the London Hospital, and in the Jewish Convalescent Home, but was still ill, and in a half-despairing state.

Case 39 was a female trouser machinist, who took work from another woman, who had it from City and other houses. She was paid 3 d. a pair, and could do 10 pairs a day if she got up at six and worked till 11 or 12.

Case 45 is a female trouser finisher, who is paid 4 d. per pair for large thick trousers, which she gets from a woman in the same house, who herself gets it from a sub-contractor. She could make 6 s. or 7 s. per week at this work.

Case 46 is a female waistcoat worker, who makes waistcoats at home for 8 s. to 9 s. per dozen, but when work was slack they went down to 7 s. Had to find thread, which would cost 8 d. per dozen. Earned from 7 s. to 13 s. per week; the highest figure would mean 12 hours' work per day. She worked for a small exporter in Cable-street, about 10 minutes' walk away, but it sometimes took two hours or more, taking back work and getting more out. She knew others worse off than that, as they would go at 11 or 12, and not get back till 5 o'clock. They had to wait till their work was passed. She had been bound to the trade. Her mother paid a premium of 1 l., and she gave three months for nothing.

Case 47 is a trousers maker, who can only earn 1 s. 6 d. to 2 s. per day, out of which she has thread to find.

Case 52 is that of a female trousers finisher, whose husband was a shoemaker, but had taken to labouring, presumably on account of the state of his trade. She was paid 3 d. to 5 d. per pair, and at the higher rate could do two pairs in seven hours, but trimmings would cost 1½ d. She used to work in a Jew's workshop, and had to work very hard. On one occasion, when the inspector came after hours, she was turned out into the yard, and the gas turned out. After the inspector left she had to work two hours longer.

Case 53 makes children's knickerbockers at 1½ d. a pair, and can earn 5 s. 6 d. per week. She works for a woman in the neighbourhood where she lives.

Case 54 makes children's suits—coat and "knickers"—for 4½ d. and 2 d. for finishing, but has cotton to find. Working 10 or 11 hours per day, can make 4 s. 3 d. a week.

Case 54A is that of a woman of 55, and one of 24, who makes children's suits of two garments. The prices for making the whole, except a little braiding, done after the work is sent back, range from 3 d. to 11 d., with cotton to find. One week they started at 6 in the morning, and worked until midnight each day, and made much above the average on suits at 3 s. per dozen. Their total was 8 s. 6 d. for the week, or 4 s. 3 d. each. Their average weekly earnings they estimate at 3 s., or 3 s. 6 d., enough to pay the rent of their one little room, and find them in tea and bread. Both women had been bound to this trade for three months, and one had given three months' work to learn it.

Case 11 deserves quotation in full, as it contains incidentally a full statement of the condition of the trade from the point of view of a large master sweater, whose name had been given as a reference. Mr. Moses has already been referred to, and employs about 30 workers. Works for Hyam & Co., and for export trade. All machine work. Hours 8 to 8. His employés, as those of other sweaters, are foreigners, Jews, Jewesses, and Christian girls. Englishmen who are tailors nearly always know the trade, and do hand-work. As to wages, his girl improvers are paid 2 s. 6 d. per day; full workers, 3 s. Men earn up to 7 s., but average 5 s. or 6 s. a day. All are paid by time except button-hole workers, who get ½ d. per hole, or, in better work, ¾ d. and 1 d. About 24 s. a week was being

being earned by a widow living in his house, and employed by him on button-hole work. He said these wages would only be paid when there was pressure of work (and did not deny that his employes did work hard), and careful direction of labour. He insisted on the need of middlemen, as most of those employed can only make part of a coat, and must therefore work with others. [*Note by Visitor.*—There seems almost as much division of labour in making a coat as in making a pin, and remembering that machines are used it seems quite possible that a coat at 2 s. may be made to pay quite as well as those at 14 s. formerly. The difficult work will always be done by the best men who will perhaps have 40 coats a day through their hands, and the same coats may have gone through 12 or 14 pairs of hands. But it is probably not so much a need of co-operation in work as a lack of the spirit of co-operation that makes the middleman necessary for the present in the fierce competition of his trade. The dash of absolutism found in this workshop is still, I fear, a *sine quâ non* to success.]

But are there no classes in the trade not so well off as those employed by you and others like you?—Yes. 1. Those employed by smaller middlemen with whom the work is more irregular, and also the worker more independent. 2. The inefficient worker. 3. The “translator” whose work is, however, quite distinct. How are workers taught?—Leaners are taken and taught a branch. In a month a Polish ca penter may begin to earn wages as a tailor, and after a year as improver may be a good worker, but only at one part of the trade.

This is the master sweater’s own statement, but the figures given as to the average of his workpeople must be taken with caution, at all events as applying to the present time.

These cases taken from an unpublished but perfectly reliable report seem to illustrate almost every phase of the sweating system, as previously explained, and they supply independent facts in corroboration of those already referred to. Rates of wages and hours of labour are so varied that it is impossible to present them in tabular form, and they must be gathered from the above descriptions of special cases.

This, then, is the system as it exists, described in moderate language and without exaggeration. Its supporters claim for it: 1. That in no other way can the large quantity of cheap clothing now in demand be produced at the price; because, (*a.*) there must be the most minute subdivisions of labour, and, consequently, complete organization with a view to adapt means to ends. (*b.*) Because as the workers in the trade are now largely, if not chiefly, recruited from people not speaking the language of the country, means of communication between them and the great clothiers or contractors are necessary. (2.) That the middlemen who form this means of communication, and who find workshops, machinery, and security for work, therefore supply an acknowledged want, and are not overpaid for the functions they discharge. 3. That but for this supply of cheap foreign labour England would not be able to keep up the export trade in clothing, which under this system has gradually been developed. 4. That labour in this trade is worked and paid in accordance with the law of supply and demand. The only one of these propositions susceptible of easy test is that referring to exports of clothing abroad, the others are matters largely of opinion. The following summary will show what our exports have been during the last 15 years under the head of “Apparel and Slops:”—

1872.	1873.	1874.	1875.	1876.	1877.	1878.	1879.
£.	£.	£.	£.	£.	£.	£.	£.
3,112,452	3,437,410	3,200,853	3,185,325	2,962,053	2,834,074	3,176,412	3,208,941
1880.	1881.	1882.	1883.	1884.	1885.	1886.	
£.	£.	£.	£.	£.	£.	£.	£.
3,212,103	3,711,797	4,169,382	3,633,804	3,936,483	4,161,150	3,902,211	

Of the total exports for last year no less than 2,606,447 l. was from the Port of London. Whether English industry gains by an export trade built up and maintained on such a basis is not a matter which can be here discussed. On the other hand, those who object to the sweating system allege:—

1. That by the attraction which the sweating system offers to cheap foreign labour, the labour market is overerowed, and the native workpeople are being forced out of their trade by foreigners, who, arriving here in a destitute and comparatively unskilled condition, are forced by their necessities to accept any terms that may be offered to them; the

liability of their present or future support being thrown upon the ratepayers, or upon charitable organizations.

2. That the system is wrong in principle, because by introducing several middlemen, each making a profit upon labour, between the consumer and producer a cruel and needless tax is imposed upon the workers, while, at the same time, the desire to profit by their exertions causes the middlemen in many cases to grind down and oppress their workpeople.

That the conditions under which the trade is carried on, the low rates of remuneration, the excessive hours of toil, the semi-starvation of many of the workers, the unsanitary condition of the work-places, and the overcrowding of tenements, render it alike destructive to the physical, social, and moral well-being of its victims, and therefore an element of physical, social, and moral danger to the entire community.

4. That, if not restricted by legislation or otherwise, the continuance of the influx of these foreigners, resulting almost entirely from this system, and rendering useless the sacrifice of thousands of our own emigrants who go or are sent abroad, will not only cause the further disorganization and demoralization of native labour, but may also lead up to the development of race hatreds and their natural results.

Here in general terms are the charges advanced against the sweating system in the tailoring trade, and they of course apply with equal force to every other branch of industry in which the system has found a footing. Numerous other trades suffer from the same evil, but the only one affected to anything like the same extent as the clothing trade is the boot and shoe trade. The whole process is so very much like that already described that little need now be said about it. The old difficulty of obtaining anything like definite numbers of people engaged exists here more strongly than in the tailoring trade. Indeed absolutely reliable statistics, either as to numbers or as to the displacement of native labour, can only be obtained by an inquiry as careful as, and more elaborate than, that of the census.

The sweaters in the boot and shoe trade are not yet so localised as the tailors, and even approximate figures are impossible of attainment. A general idea of the working of the system may however be given. The chief officer of the Boot and Shoe Rivetters and Finishers Society in London estimates that in and around Whitechapel, Spitalfields, and Petticoat-lane, there must be 3,000 to 4,000 persons, chiefly foreign Jews, employed under sweaters in the boot and shoe trade.

As in the tailoring trade there is much subdivision of labour, and the sweater is the man who undertakes to organise the workers for the purpose of cheap production. The sweater takes out work from large manufacturers or retailers in large quantities to finish, the work being already on the last and all the leather on the boot when it comes to him. "Lasting" is a special branch by itself in which there is not much sweating. The men he employs do not finish a boot right out from beginning to end in the English style, but each does a part, the most important man being the "knifer" or finisher, who is generally the sweater. One of these men in a small way will employ three other hands to do the rough work while he himself trims the edges of soles and heels. As a rule, the sweater on this system pays to the other three men half of what he himself receives. A set organized in this way will finish six dozen pairs of boots in a day of 17 or 18 hours at 5s. per dozen pairs. Thus the sweater will take 15s. and his three workers 5s. each. Many of the men, however, will work these hours for not more than 3s. A larger sweater will employ a "knifer" in addition to himself, and in that case he will have seven men employed. If the work done is of the 5s. per dozen class the hired knifer will get 1s. 3d. per dozen, there will be 5s. each for the other six workers, and the master sweater who has thus "organized" the labour of seven men takes 22s. 6d. for himself. Larger sweaters still will employ three or four "knifers" and a proportionate staff of other hands, so that their gains are larger according to the number of hands they employ; these do not work themselves. The manufacturer finding the supply of this kind of labour practically illimitable, takes every advantage of the competing sweater by playing off one against the other; as, for instance, he will say to Michael Rosenberg, "I cannot pay so much for these boots, Isaac Solomon has agreed to do them for 3d. a dozen less." By this excessively simple process the prices of some kinds of work have been reduced 50 per cent. in a few years.

The life of the sweater has therefore its drawbacks, but in every case the burden of reduced prices falls upon those who do the work. Foreigners coming here absolutely ignorant of the language fall into the hands of these sweaters, and not only give free labour but pay small premiums to learn this trade, the premiums being paid out of their earnings as soon as they become entitled to receive wages. While thus serving a sort of apprenticeship they very largely depend upon the help of charitable organizations.

In the prices above quoted a medium class of work has been taken, but the rates per dozen pairs run down to 2s. 6d. per dozen, and the earnings of both sweater and workmen are less in proportion.

To

To go further into details would simply be to repeat what has been said about the system in the chief trade to which it applies, and more particulars are therefore unnecessary.

Among the workers and their friends, for there are many who take a philanthropic, benevolent, or philosophic interest in their condition, remedies for existing evils are, of course, proposed. Some of these may be briefly stated without discussion. They fall chiefly under the following heads :—

Those which are : 1. Legislative ; 2. Executive ; 3. Philanthropic ; 4. Co-operative ; 5. Commercial.

Those which are legislative divide themselves into many heads, the principal of which are, *a*, the application of the Factory Acts to men as well as to women and children ; *b*, the further limitation of the hours of work ; *c*, the restriction, by poll tax or otherwise, of the immigration of foreigners ; *d*, making it a condition of all Government clothing contracts that they must not be worked out under the sweating or sub-contract system ; *e*, by Government doing all its own work ; *f*, the holding of a Commission of Inquiry into the general working of the system and the condition of the workers.

Those which are for the executive with its present powers are, *a*, the stricter enforcement of the Factory and Public Health Acts ; *b*, the appointment of such additional inspectors as may be necessary ; *c*, the compulsory registration of all rooms or other places used as workshops.

Philanthropic remedies are those which it is supposed would improve the condition of the trade by, *a*, substituting a large factory system where all the advantages of subdivision and organization of labour might be obtained without the intervention of middlemen ; *b*, by enabling the workers themselves to establish such factories or central workshops.

Co-operative remedies are those which would call upon and educate the sweaters and workers to, *a*, organize themselves, the first to regulate their own competition so as to prevent reduction of prices ; the second to form a strong union for the purpose of protecting their special interests and generally helping themselves ; *b*, the establishment of co operative workshops or agencies by which the profits now made by the middlemen might be retained by the workers themselves.*

The commercial remedies suggested are, *a*, for all the large contractors to have their work done in establishments of their own on the factory system ; *b*, for labour contractors themselves to adopt the large factory system under which such profits would be possible as to allow of better pay to the workers.

I am, &c.
(signed) *John Burnett.*

* An experiment in this direction has, indeed, been tried by some of the men themselves, assisted by the Co-operative Aid Association. The enterprise at one time seemed likely to be successful, but broke down by reason of the failure of a large clothier who was the chief customer.

APPENDIX H.

PAPER handed in by Mr. *John Burnett*, 18 December 1888.

SUMMARY of Statistics of Wages in 1886-87, in the Tailoring and Trouser-Making Trade at the East-end of London.

[From schedules distributed and collected, and in part filled up after personal communication with employers by the Labour Correspondent of the Board of Trade.]

TAILORING TRADE.

Basters—Men—Time. (*See also Piece.*)

					Per Day.	
					<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	-	6 2	Deduced from 89 cases.
Maximum „	-	-	-	-	9 -	
Minimum „	-	-	-	-	3 -	

Of the total number of basters above-mentioned (89), about 47 per cent. were in receipt of wages varying between 6*s.* 8*d.* and 5*s.* per day.

Machinists—Men—Time. (*See also Piece.*)

					Per Day.	
					<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	-	6 -	Deduced from 188 cases.
Maximum „	-	-	-	-	10 -	
Minimum „	-	-	-	-	2 6	

Of the total number of machinists above-mentioned (188), about 62 per cent. were in receipt of wages varying between 7*s.* 6*d.* and 4*s.* 6*d.* per day.

Pressers—Men—Time. (*See also Piece.*)

					Per Day.	
					<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	-	6 5	Deduced from 108 cases.
Maximum „	-	-	-	-	9 -	
Minimum „	-	-	-	-	2 6	

Of the total number of pressers above-mentioned (108), about 69 per cent. were in receipt of wages varying between 7*s.* 6*d.* and 4*s.* 6*d.* per day.

Fellers—Men—Time.

					Per Day.	
					<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	-	4 8	Deduced from 12 cases.
Maximum „	-	-	-	-	6 -	
Minimum „	-	-	-	-	3 -	

Of the total number of fellers above-mentioned (12), about 67 per cent. were in receipt of wages varying between 5*s.* and 3*s.* per day.

Tailoring Trade—*continued.*

General Tailors—Men—Time.

					Per Day.	
					<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	-	7 3	Deduced from 23 cases.
Maximum	„	-	-	-	10 -	
Minimum	„	-	-	-	4 -	

Of the total number of general tailors above-mentioned (23), about 70 per cent. were in receipt of wages varying between 8 *s.* and 5 *s.* 6 *d.* per day.

Basters—Men—Piece.

					Per Day.	
					<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	-	5 5	Deduced from five cases.
Maximum	„	-	-	-	7 -	
Minimum	„	-	-	-	3 -	

Machinists—Men—Piece.

					Per Day.	
					<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	-	7 -	Deduced from 10 cases.
Maximum	„	-	-	-	10 -	
Minimum	„	-	-	-	3 4	

Pressers—Men—Piece.

					Per Day.	
					<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	-	5 6	Deduced from four cases.
Maximum	„	-	-	-	7 -	
Minimum	„	-	-	-	4 6	

Basters—Women—Time.

					Per Day.	
					<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	-	2 9	Deduced from 12 cases.
Maximum	-	-	-	-	4 6	
Minimum	-	-	-	-	- 6	

Of the total number of basters above-mentioned (12), about 67 per cent. were in receipt of wages varying between 3 *s.* 6 *d.* and 1 *s.* 10 *d.* per day.

Tailoring Trade—*continued.*

Machinists—Women—Time.

					Per Day.	
					<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	-	4 -	Deduced from 17 cases.
Maximum	„	-	-	-	6 -	
Minimum	„	-	-	-	1 8	

Of the total number of machinists above-mentioned (17), about 53 per cent. were in receipt of wages varying between 4*s.* 5*d.* and 2*s.* 9*d.* per day.

Button-Hole Workers—Women—Time. (*See also Piece.*)

					Per Day.	
					<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	-	3 2	Deduced from 12 cases.
Maximum	„	-	-	-	4 6	
Minimum	„	-	-	-	2 -	

Of the total number of button-hole workers above-mentioned (12), about 50 per cent. were in receipt of wages varying between 3*s.* 4*d.* and 2*s.* 6*d.* per day.

Fellers—Women—Time.

					Per Day.	(<i>See also weekly rates.</i>)
					<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	-	2 7	Deduced from 243 cases.
Maximum	„	-	-	-	5 -	
Minimum	„	-	-	-	- 6	

Of the total number of fellers above-mentioned (243), about 74 per cent. were in receipt of wages varying between 3*s.* and 2*s.* per day.

Fellers—Women—Time.

					Per Week.	
					<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	-	14 1	Deduced from 10 cases.
Maximum	„	-	-	-	22 -	
Minimum	„	-	-	-	9 -	

Of the total number of fellers above-mentioned (10), about 70 per cent. were in receipt of wages varying between 17 *s.* 4 *d.* and 9 *s.* 8 *d.* per week.

Tailoring Trade—*continued.*

Button-hole Workers—Women—Piece.

				Per Day.	
				<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	3 9	Deduced from 94 cases.
Maximum	„	-	-	6 6	
Minimum	„	-	-	1 6	

Of the total number of button-hole workers above-mentioned (94), about 48 per cent. were in receipt of wages varying between 4 *s.* 4 *d.* and 3 *s.* 6 *d.* per day.

Deductions from above Rates for Gimp and other Material used.

				Per Day.	
				<i>s.</i> <i>d.</i>	
Average deduction	-	-	-	- 9½	Deduced from 29* cases.
Maximum	„	-	-	1 3	
Minimum	„	-	-	- 4½	

* The deductions were not always precisely stated in the Returns.

Assistants—Girls—Time.

				Per Day.	
				<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	- 7	Deduced from two cases.
Maximum	„	-	-	- 8	
Minimum	„	-	-	- 6	

Apprentices—Males—Time.

				Per Day.	
				<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	- 8	Deduced from four cases.
Maximum	„	-	-	1 2	
Minimum	„	-	-	- 4	

Apprentices—Males—Time.

				Per Week.	
				<i>s.</i> <i>d.</i>	
Average rate of wage	-	-	-	8 6	Deduced from five cases.
Maximum	„	-	-	13 -	
Minimum	„	-	-	5 6	

Tailoring Trade—*continued.*

Apprentices—Females—Time.

					Per Day.	
					<i>s. d.</i>	
Average rate of wage	-	-	-	-	- 10	Deduced from 14 cases.
Maximum	„	-	-	-	1 6	
Minimum	„	-	-	-	- 3	

Of the total number of apprentices above-mentioned (14), about 64 per cent. were in receipt of wages varying between 1 *s.* and 6 *d.* per day.

Apprentices—Females—Time.

					Per Week.	
					<i>s. d.</i>	
Average rate of wage	-	-	-	-	6 10	Deduced from five cases.
Maximum	„	-	-	-	10 -	
Minimum	„	-	-	-	3 -	

TROUSER MAKING TRADE.

Pressers—Men—Piece.

					Per Day.	
					<i>s. d.</i>	
Average rate of wage	-	-	-	-	6 3	Deduced from 15 cases.
Maximum	„	-	-	-	8 -	
Minimum	„	-	-	-	5 -	

Of the total number of pressers above-mentioned (15), about 67 per cent. were in receipt of wages varying between 6 *s.* 8 *d.* and 5 *s.* per day.

Machinists—Women—Time.

					Per Day (without Board and Lodging).	
					<i>s. d.</i>	
Average rate of wage	-	-	-	-	2 9	Deduced from 17 cases.
Maximum	„	-	-	-	3 4	
Minimum	„	-	-	-	1 8	

Of the total number of machinists above-mentioned (17), about 65 per cent. were in receipt of wages varying between 3 *s.* and 2 *s.* 6 *d.* per day.

Trousers Making Trade—*continued*.

Machinists—Women—Time.

				Per Day (with Board and Lodging).	
				<i>s. d.</i>	
Average rate of wage	-	-	-	1 5	Deduced from seven cases.
Maximum	„	-	-	1 8	
Minimum	„	-	-	1 2	

Machinists—Women—Time.

				Per Week (with Board and Lodging).	
				<i>s. d.</i>	
Average rate of wage	-	-	-	9 4	Deduced from three cases.
Maximum	„	-	-	10 -	
Minimum	„	-	-	9 -	

Trousers Makers—Women—Piece.

				Per Day.	
				<i>s. d.</i>	
Average rate of wage	-	-	-	2 3	Deduced from 90 cases.
Maximum	„	-	-	3 4	
Minimum	„	-	-	1 -	

Of the total number of trousers makers above-mentioned (90), about 82 per cent. were in receipt of wages varying between 3 *s.* and 1 *s.* 6 *d.* per day.

APPENDIX I.

PAPER handed in by Mr. John Burnett, 18 December 1888.

TAILORS' MUTUAL ASSOCIATION.

SUMMARY TABLE COVERING A PERIOD OF FIVE YEARS.

Year.	Number of Members at the end of each Year.	Chief Sources of Income.				Annual Expenditure.		Expenditure on Benefits.						Working and other Expenses.		Balance at the end of each Year.		Year.	
		Total Annual Income.	Contributions.		Entrance Fees.	Interest on Fund.	Total Amount.	Amount per Member.	Sick.	Funeral.		On all other Benefits.		Total Amount.	Amount per Member.	Total Amount.	Amount per Member.		
			Total Amount.	Amount per Member.						Total Amount.	Amount per Member.	Total Amount.	Amount per Member.						
																			(3.)
1883	84	£. s. d. 109 2 9	£. s. d. 99 9 10	£. s. d. 1 3 8½	£. s. d. 2 6 6	£. s. d. 5 2 10	£. s. d. 67 7 2	£. s. d. - 16 - ½	£. s. 11 15	s. d. 2 9½	£. s. 8 -	s. d. 1 10¾	£. s. 12 5	s. d. 2 11	£. s. d. 35 7 2	s. d. 8 5	£. s. d. 49 15 7	s. d. 9 11¼	1883
1884	92	127 - 9	114 - 9	1 4 9½	3 5 -	6 3 1	123 18 7	1 6 11½	49 10	10 9	11 -	2 4½	13 10	2 11¼	49 18 7	10 9	3 2 2	- 8	1884
1885	107	126 12 1	111 - 3	1 - 9	5 - 6	6 14 4	78 10 10	- 14 8	21 10	4 -¼	-	-	16 10	3 1	40 10 10	7 6¾	48 1 3	8 11¼	1885
1886	127	167 1 -	147 9 5	1 3 2¾	6 18 6	7 - 1	111 9 5	- 17 6½	40 4	4 -¼	-	-	16 10	2 7	54 15 5	8 7½	55 11 7	8 9	1886
1887	200	252 8 2	-	-	11 3 6	8 5 3	-	-	-	-	41 10	4 1¾	35 -	3 6	-	-	49 15 4	4 11¼	1887

This is a society intended to organise to some extent both masters and workmen engaged in the tailoring trade in the east of London, under what is known as the sweating system. It dates back to 1870, but the details supplied are very meagre. By its rules it is a trade, as well as a benefit society, but there does not appear to be any expenditure shown for trade purposes.

